



## **Ontario 5 Pin Bowlers' Association**

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### **EQUALITY, DIVERSITY AND INCLUSION POLICY**

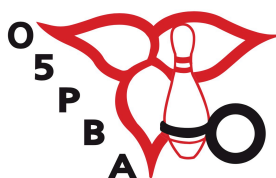
The Ontario 5 Pin Bowlers' Association (O5PBA) believes in equality and diversity and is committed to practicing inclusiveness in the sport of 5 pin bowling.

The O5PBA believes that equality and diversity of our organization is its greatest strength and that difference in race, colour, national origin, sexual orientation, gender expression, and religious belief are to be respected by all Members of the O5PBA. While the O5PBA imposes no specific moral standard upon its Members, each Member is expected to uphold standards of civility and tolerance, and engage in constructive and reasoned discourse to express differences of opinion.

The O5PBA does not discriminate on the bases of sex, gender identity or gender expression, colour, national or ethnic origin, age, religion, marital status, disability, sexual orientation, gender expression, genetic information, or any other legally protected classification in the sport of 5 pin bowling.

The O5PBA believes that:

- Everyone should be able to participate in and enjoy 5 pin bowling – whoever they are and whatever their background.
- We believe that the sport of 5 pin bowling is about fairness and equality, respect and dignity. Five pin bowling teaches individuals how to strive and succeed, how to cope with success and disappointment, and bring people together with a common goal.
- We will make 5 pin bowling a welcome place for everyone – for those participating, those attending events, and for those working or volunteering at any level. We will work with those groups to ensure they have a voice, and to challenge unacceptable behaviour.
- We will ensure that the principles of equality and diversity are owned.
- We will improve our understanding of equality and diversity issues within or organization.
- We will continue to raise awareness of and embed equalities and diversity by making sure that the O5PBA Members, employees, coaches, volunteers and staff are trained and aware of our policy.



- We will understand and tackle the barriers of under-represented groups of athletes. We encourage all sections of society to participate in 5 pin bowling. In particular, we will look at improving participation of:
  - Women and girls
  - Disabled people
  - People from different ethnic backgrounds
  - Lesbian, gay, bisexual and transgender people
  - People who have different religions and beliefs
  - People from low-income families
  - Seniors