

## **SPECIAL OLYMPICS BC POLICY MANUAL**

Section:           **ADMINISTRATION**  
Policy:            **Equity**  
Effective Date:   April 1997  
Revised:           April 2013  
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Special Olympics BC is committed to providing an environment in which all people are treated in ways that are just and fair, and where a full and equitable range of opportunities are available to all who participate in and lead Special Olympics BC activities.

Special Olympics BC and its athletes, volunteers, and employees will not discriminate against any member or user of Special Olympics BC programs based on characteristics as defined by the BC Human Rights Code.

Special Olympics BC will work to ensure that equity is a key consideration when developing, updating or delivering Special Olympics BC programs, policies and projects.

Special Olympic BC believes that an effective education program is a cornerstone to achieving equity in sport. Efforts will be made towards raising the awareness and understanding of the equity issue within our association and those we partner with.

Equity does not necessarily mean that all person must be treated exactly the same. People may need to be treated differently in order to be treated fairly.

Special Olympics BC shall develop positions and work proactively to identify and eliminate barriers facing the involvement of people in Special Olympics.

Persons found to be in violation of this policy may face disciplinary action up to and including dismissal.