



ONTARIO SKEET SHOOTING ASSOCIATION

INCLUSION POLICY

As [AFFIRMED](#) by the OSSA'S Board of Directors
at the Meeting of Directors

Held VIRTUALLY on [23 April 2024](#)



Ontario Skeet Shooting Association

P.O. Box 233, PO MAIN

PETAWAWA, ON K8H 2X2

Correspondence: ossasecretary@gmail.com

Treasurer: ontarioskeettreasurer@gmail.com

Website: <https://www.ontarioskeet.ca/>

PREAMBLE

The Ontario Skeet Shooting Association is committed to ensuring that inclusion and access is incorporated across all activities of the Ontario Skeet Shooting Association. As the Provincial Sport Organization for skeet shooting, we will work to develop programs and services in skeet shooting in accordance with Human Rights Legislation.

Sport is based on equity and access. Sport is welcoming and inclusive, offering an opportunity to participate without regard to age, gender, race, language, sexual orientation, disability, geography, or economic circumstances. Participants have access to affordable sport opportunities that are appropriate to the level of activity chosen and provide opportunities for personal achievement.

DEFINITIONS

Under-represented populations of Ontario – includes women and girls, children in low income families, Indigenous people, people with disabilities, older Ontarians, newcomers to Canada and members of the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex (2SLGBTQI+) communities.

PURPOSE

The purpose of this policy clearly identifies the Ontario Skeet Shooting Association's commitment to inclusion and access in all programs, services, and operations. Actions to be taken in the event of violation of this policy are addressed in the participant specific Code of Conduct Policies.

POLICY

1. The policy of the Ontario Skeet Shooting Association is to respect the rights, dignity, and work of every person and will treat everyone equally regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
2. The Ontario Skeet Shooting Association will support inclusion and access for all participants that includes population sectors that are identified by Sport Canada and Ontario as under-represented populations.
3. The Ontario Skeet Shooting Association will ensure that the concerns and needs of all people are identified, promoted, and supported. The achievement of equal opportunity is a key consideration when developing, updating or delivering programs and services. The Ontario Skeet Shooting



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Association is committed to everyone having a responsibility to oppose discriminatory behaviour and promote equity of opportunity.

4. The Ontario Skeet Shooting Association will ensure that its governance structure encourages and promotes the full and equal participation and access.
5. The Ontario Skeet Shooting Association is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, and abuse.
6. The Ontario Skeet Shooting Association will deal with any and all incidences of discriminatory behaviour according to the participant specific Code of Conduct.

RESOURCES

Canadian Sport Policy <http://canadiansportforlife.ca/resources/canadian-sport-policy> *Charter of Rights and Freedoms*

Ontario Human Rights Code

Ministry of Tourism, Culture and Sport – Sports Recognition Policy

Review and Approval

The Ontario Skeet Shooting Association's President and the Vice-President shall review this policy on an annual basis.

This policy was affirmed by the Ontario Skeet Shooting Association's Board of Directors on 23 April 2024.



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Revision History

| Date | Description | Reviewed By | Approved By | Affirmed By |
|---------------|--|-----------------------------|-------------|-------------|
| Nov. 2020 | Policy First Written | N/A | N/A | N/A |
| 01 Dec. 2020 | Policy Reviewed and Approved by OSSA Board of Directors | BOD | BOD | N/A |
| 23 April 2024 | Tri-Annual Review of Policy - Minor grammatical amendments. - Minor formatting amendments. | BOD | N/A | BOD |
| 13 Nov. 2025 | Annual Policy Review by President & Vice-President – No Amendments | President Vice-President | N/A | N/A |
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