



Inclusion Policy

Policy Statement

The Ontario Ball Hockey Federation (OBHF) is committed to providing opportunities for every individual in sport to reach his or her maximum potential in fitness and excellence. The OBHF is committed to providing a sport and work environment that provides fair and equitable opportunities.

Purpose

Equity is the belief and practice of treating persons in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, family status or a criminal offense for which a pardon has been issued.

The OBHF is committed to ensuring accessible and available sport in Ontario. The OBHF will take clear initiatives to encourage full participation in the sport. The OBHF will ensure that equity is a key consideration when developing, updating or delivering the OBHF's policies and programs.

Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly. The OBHF will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

Application

The OBHF will provide members with an equitable range of opportunities within which to participate and lead.

Any employee, volunteer, official, board member, athlete, parent, members of committees, applicants for employment within the OBHF is invited to appeal decisions of the OBHF if, in their belief, the decision does not reflect equity. This appeal is to follow the appeals policy and process outlined in the OBHF Dispute Resolution Policy.

Limitations

The OBHF shall in no way solicit nor accept sponsorship from companies which discriminate against persons by gender, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status or family status.