

Anti-Discrimination and Inclusivity Policy

Kelowna Riding Club

The Kelowna Riding Club (KRC) is committed to fostering an environment of inclusivity, respect, and equality. We believe that every individual, regardless of background, should feel welcomed and valued. This policy outlines our commitment to anti-discrimination and inclusivity within our club community.

1. Commitment to Inclusivity

KRC strives to create a culture where all members, guests, and participants feel included and respected. We welcome individuals of all backgrounds, including but not limited to:

- Race
- Ethnicity
- Gender Identity and Expression
- Sexual Orientation
- Religion
- Age
- Disability
- Socioeconomic Status

We are dedicated to ensuring that our club is a safe and welcoming space for everyone, where diversity is celebrated, and all individuals can enjoy equestrian activities without fear of discrimination.

2. Zero Tolerance for Discrimination

The KRC strictly prohibits any form of discrimination, harassment, or exclusion based on race, gender, sexual orientation, religion, disability, or any other protected characteristic. This includes:

- Discriminatory language or behavior
- Harassment or bullying, whether verbal, physical, or online
- Exclusion of individuals from club activities or events based on protected characteristics

Any incidents of discrimination or harassment will be taken seriously and investigated promptly.

3. Safe Sport Compliance

KRC adheres to **Safe Sport** standards to ensure a safe, respectful, and supportive environment for all participants, particularly youth and vulnerable individuals. Our club promotes the principles of fair play, mutual respect, and ethical conduct, aligning with national and international Safe Sport guidelines.

4. Accessibility and Accommodation

We are committed to ensuring that our facilities and programs are accessible to individuals with disabilities. KRC will make reasonable accommodations to ensure that everyone has the opportunity to participate fully in club activities, including:

- Modifying facilities to improve accessibility
- Providing support or assistance to those with disabilities where necessary
- Adjusting programs and activities to be inclusive of all skill levels and abilities

5. Education and Awareness

To maintain a culture of inclusivity, KRC will:

- Provide education to members, staff, and volunteers on anti-discrimination and inclusivity practices
- Encourage open dialogue and feedback on how to improve inclusivity within the club
- Promote diversity through our programming, events, and leadership opportunities

6. Reporting and Accountability

Any member, guest, or participant who experiences or witnesses discrimination or harassment is encouraged to report the incident to the KRC board or a designated Safe Sport officer. Reports will be handled with confidentiality and addressed promptly, with appropriate disciplinary action taken if necessary.

Consequences for Violations:

- Verbal or written warnings

- Temporary or permanent suspension of club privileges
- Removal from club membership, events, or activities

7. Responsibility of Members

All members are expected to:

- Treat others with respect and dignity
- Actively contribute to creating an inclusive environment
- Report any incidents of discrimination, harassment, or exclusion they witness or experience
- Follow club policies and Safe Sport standards

For further questions or concerns regarding this policy, or to report a violation, please contact the KRC board or Safe Sport officer. Our club is committed to ensuring that all individuals are treated fairly and can enjoy a positive and welcoming equestrian experience.