



Gender Equity and Recognition Policy

Implementation Date: 1990

Amendment Dates: Nov. '99 (#E.99.15S), Nov. 04 (EB)

GENDER EQUITY

Introduction

The statistics indicate that the level of participation of women within Water Ski and Wakeboard Canada has, in the past, been under-represented:

- * There are significantly fewer women than men involved in the volunteer leadership of WSWC at all levels, including the Congress, the Executive Board, and committees.
- * There are significantly fewer women than men involved in the officiating and coaching ranks.
- * There are significantly fewer women than men involved as competitive license holders and national team members.
- * There are significantly fewer women members than men.

General Statement

WSWC is committed to ensuring that girls and women have a full and equal range of opportunities to participate, compete and lead activities in WSWC in an environment that is supportive, welcoming, and harassment free. Women shall not be given a pre-determined role, but shall have the choice of participation, as their qualifications permit. Activities shall be administered in a fair and equitable environment.

Guidelines

1. WSWC ensures that the needs of women are considered when developing and implementing programs.
2. Promotional materials and publications are produced in a manner that presents both sexes in ways that reflects their emotional, intellectual and physical equality.
3. At special events and social functions both sexes are given equal opportunity to act as narrators, announcers, speakers and representatives.
4. WSWC offers equal support to women and men competing at national and international competitions. National Teams comprised of both male and female athletes, shall include members of both genders on the support staff.
5. Gender neutral language shall prevail in WSWC: By-laws, policies, coach and judge certification program print materials, and rulebooks.
6. WSWC is an equal opportunity employer.
7. WSWC will not associate with organizations that discriminate against persons by gender.

GENDER RECOGNITION

Introduction

WSWC encourages participation in the sport by all Canadians, and thus wishes to facilitate an individual's ability to participate in the appropriate gender category, as applicable, respecting the rights and fair treatment of all participants.



Gender Recognition

The following shall apply to domestic participation under the jurisdiction on WSWC. International rules and policies supercede those of WSWC regarding eligibility and gender recognition for participation in respective international events.

WSWC shall, in the normal course, recognize the implied gender of an individual.

In the event that the gender of a participating athlete is questioned, WSWC shall have the authority to take all appropriate and ethical measures for the determination of the gender of a participant.

In cases where an individual wishes to participate in a WSWC event after undergoing sex re-assignment, the individual must make a confidential application in writing to WSWC, with supportive medical and legal documentation. WSWC will appoint a panel to review the application to verify fulfillment of requisites consistent with the sex re-assignment policy of the International Olympic Committee.