

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

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SDRCC

# Diversity & Inclusion Policy

**Final Version**

Adopted by resolution of the Board of Directors, February 16, 2012.

Revised and renamed "Diversity and Inclusion Policy" by resolution of the Board of Directors, March 18, 2021

SDRCC

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## Diversity & Inclusion Policy

### SDRCC

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# POLICY STATEMENT AND GUIDELINES ON DIVERSITY AND INCLUSION

## POLICY STATEMENT

The Sport Dispute Resolution Centre of Canada (SDRCC) is committed to maintaining a culture of diversity and inclusion in its operations for all individuals and groups, regardless of, but not limited to race, ethnic origin, creed, sexual orientation, gender identity, gender expression, religious and political beliefs, age, physical or intellectual ability and language.

This commitment also involves the implication of all SDRCC staff members to not only apply this policy in their duties, but also encourage diversity and inclusion as part of their role in fulfilling the mandate and values of the SDRCC.

The SDRCC will ensure that all individuals are treated fairly and justly, without any discrimination or disadvantage based on the grounds protected by human rights and its legislation.

## DEFINITIONS

Diversity refers to the valued recognition and equal treatment in regard to all individuals' backgrounds and characteristics, such as but not limited to race, ethnic origin, creed, sexual orientation, gender identity, gender expression, religious and political beliefs, age, physical or intellectual ability and language.

Inclusion means that all individuals, regardless of their differences, are viewed and treated as equals and are welcomed and accepted.

## PRINCIPLES

The SDRCC subscribes to the principles of diversity and inclusion and undertakes to apply them in its operations.

These principles state:

- a) That every individual or group of individuals must be treated fairly and equitably; and
- b) That every individual or group of individuals must enjoy the same rights and opportunities, regardless of real or perceived differences.

## FIELD OF APPLICATION

This policy applies to Board members, staff, arbitrators, mediators, investigators, other consultants and SDRCC stakeholders.

## IMPLEMENTATION

The SDRCC is committed to ensuring that diversity and inclusion is reflected in its day-to-day operations and mandate. The SDRCC will:

- ensure that diversity and inclusion is respected when developing, updating and delivering SDRCC policies, services and resources;
- ensure accessible work and meeting spaces;
- promote to all individuals an equal and fair opportunity to be named to the SDRCC Board;
- ensure that roster and staff selection processes encourage diversity and are free from bias; and
- use inclusive language and depictions in all visuals, graphics, videos and posters.

In order to ensure that the intent of this policy is entirely fulfilled by the SDRCC, the Board of Directors will review and, if necessary, update its principles on an annual basis.

## **ACCOUNTABILITY**

An individual may initiate a complaint regarding measures taken by the SDRCC to implement this Diversity and Inclusion Policy, through the complaint mechanism described in one of the following policies which best applies to the situation of concern:

Human Resources Policy (for staff only)

[Code of Conduct](#)

[Discipline and Complaint Management Policy](#)

[Complaint Process regarding Dispute Resolution Professionals](#)

[Internal Dispute Resolution Policy](#)

[Official Languages Policy](#)