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## BIATHLON BC EQUITY AND ACCESS POLICY

Biathlon BC will ensure that individuals of any gender have an equal opportunity to join its member clubs. Biathlon BC will also ensure that constituent club members of any gender have equal access to the complete range of membership benefits, volunteer and paid opportunities that it offers.

Biathlon BC will ensure that the public in all regions of the province where there is both suitable climate and terrain for biathlon will have an equal opportunity to form and join clubs so as to avail themselves of all Biathlon BC services and opportunities.

Biathlon BC will ensure that individuals of all visible minorities, including aboriginal peoples, have an equal opportunity to join its constituent clubs. Biathlon BC will also ensure that constituent club members of any visible minority have equal access to the complete range of membership benefits, volunteer and paid opportunities that it offers.

Where safety permits, Biathlon BC will also ensure that constituent club members who are disabled have equal access to the complete range of membership benefits, volunteer and paid opportunities that it offers.

Policy History	
Approved	October 12, 2022
Next Review Date	October 12, 2023