

Springbank Park For All Seasons (SPFAS) Policy Regarding Inclusivity for Visitors of All Genders Approved by SPFAS Board of Directors on December 17, 2018

Effective December 17, 2018

Background

SPFAS, incorporated under the *Agricultural Societies Act*, is a community-based, not-for-profit society organized to promote and encourage educational, cultural, athletic, recreational and community endeavours at its two facilities, the Springbank Park For All Seasons and the Springbank Lions Soccer Park.

SPFAS is respectful of individuals of all genders and strives to ensure that all visitors to SPFAS facilities feel welcome and safe.

Principles

SPFAS is a community-based, inclusive organization which welcomes individuals of all ages, nationalities, ethnicities, cultures, genders and sexual orientations.

In particular, SPFAS:

- Provides recreational and other facilities for all users, regular or occasional, to have fun, learn, play and socialize on a non-discriminatory and equal access basis;

- Strives to ensure that all users feel welcome, safe and respected while at its facilities;

- Encourages organizations that utilize SPFAS facilities, including SPFAS User Groups, to be inclusive and to provide opportunities for individuals of all genders to participate in their programs and other related activities, either as participants or as volunteers;

- Strives to protect the privacy and confidentiality of the personal information, including gender declarations, of all individuals who utilize SPFAS facilities;

- Strives to inform all visitors of SPFAS' efforts to provide inclusive access to SPFAS facilities via signage, website postings and other avenues of communication.

Practical Application of SPFAS Inclusivity for Visitors of All Genders Policy

In support of this Policy, SPFAS shall:

- Post this Policy on the SPFAS website (www.springbankpark.com) .
- Designate the 2 wash/change/dressing rooms in the Red Dutton Arena's 2nd level as "gender neutral", post signs to inform the general public of this designation and include signage in all wash/change/dressing rooms that informs individuals of their availability.
- Make efforts to incorporate additional "gender neutral" wash/change/dressing rooms into plans to renovate existing or construct new facilities, subject to the priorities of all users and available financial resources.
- Inform those inquiring about renting SPFAS venues of the availability of "gender neutral" facilities.
- Ensure that employee hiring and volunteer Board recruitment practices are non-discriminatory and inclusive of individuals of all genders.
- Continue to treat all personal information received from individuals as private and confidential, including gender declarations.