



TENNIS NEW BRUNSWICK

GENDER EQUITY POLICY

1. GOAL:

1.1 To provide both genders with a full and equitable range of opportunities within which to participate in the activities of Tennis New Brunswick.

2. PRINCIPLES:

2.1 Tennis New Brunswick believes that the achievement of equal opportunities is a key consideration when developing, updating, or delivering Tennis New Brunswick policies, programs and projects and that the concerns and needs of both genders are identified, promoted and supported.

2.2 Tennis New Brunswick believes that its governance structure should encourage and promote full and equal opportunities for both genders.

3. FIELD OF APPLICATION:

3.1 This policy applies to all employees, directors, volunteers, coaches, athletes, officials and members of Tennis New Brunswick while engaged in the activities of the organization.

4. DEFINITIONS:

4.1 Gender Equity: Is the principle and process of allocating resources, programs and decision making fairly to both males and females without discrimination on the basis of sex.

4.2 Gender Balance: To achieve gender equity in the administration, policies and programs of Tennis New Brunswick by redressing any undesirable or inequitable balance in the existing opportunities available to males or females.

5. POLICY STATEMENT:

Tennis New Brunswick is committed to the achievement of gender equity and recognizes the importance of measuring all its activities against the values of equity and fairness.

6. PROVISIONS:

6.1 Tennis New Brunswick strives to provide equitable opportunities to participate and compete for both genders.

6.2 Tennis New Brunswick is striving to equitably fund programs and services for both genders as outlined within the Association's overall plans and priorities.

6.3 The leadership of Tennis New Brunswick strives to encourage and advocate representation of both genders within the Committees and Board.

6.4 Tennis New Brunswick strives to encourage both males and females to act as role models for young participants, believing it is essential that both genders be viewed as leaders within tennis.

6.5 Tennis New Brunswick strives to focus promotional efforts on portraying the sport without gender bias, reflecting the positive involvement of males and females at all levels, in all roles.

6.6 In dealing with external organizations at national and domestic levels, Tennis New Brunswick strives to advocate and lobby to enhance opportunities for both genders as leaders and participants.