

## **RUGBY NOVA SCOTIA Equity and Access Policy**

### **1. GENDER POLICY STATEMENTS**

- 1.1 Rugby NS will work to ensure that gender equity is a key consideration when developing, updating or delivering programs, policies and projects.
- 1.2 Equity is the belief and practice of fair and just treatment of all individuals. Gender equity is the principle and practice of fair and equitable allocation of resources and opportunities for both women and men. To be equitable means to be fair, and to appear to be fair.
- 1.3 The implementation of gender equity eliminates discriminatory practices that prevent the full participation of either gender. Opportunities, resources and power become equally accessible to all.
- 1.4 The emphasis for gender equity is not a negative process designed to disenfranchise men, but an attempt to attract and include women and bring them to an equitable level of participation in the sport of rugby.

### **2. ACCESS POLICY STATEMENTS**

- 2.1 Rugby NS is committed to providing access to the sport of Rugby to as many people in Nova Scotia as is possible.
- 2.2 As per International Rugby Football Board (IRFB) by-law 4(i), 'the game is an open game where persons may receive material benefit notwithstanding that for the majority of persons the game will remain a non-vocational leisure activity.'
- 2.3 Rugby NS sets no limitations on participation at any level, with the exception of age restrictions based on Rugby Canada's (RC) National Championship Policy, (Part III, Sections 3.1 and 3.2). Furthermore, because of the safety concerns in some competitions, Rugby NS highly recommends participants play in the established gender divided leagues.
- 2.4 Rugby NS is aware that Rugby is a full contact, collision sport and participants must be medically fit to play as specified by IRFB Regulations 13.1.4, 13.6 and IRFB Law 4, Section (4), Note (ii):
  - (i) 'Any player unable to participate in a match without the administration of drugs or injections to relieve pain or acute illness, must be considered unfit to play.' (See also IRFB Law 3, Section (7).)
  - (ii) 'A player who has suffered definite concussion shall not participate in any match or training session for a period of at least 3 weeks from the time of injury, and may then only do so after being declared fit by a proper neurological examination.'
  - (iii) 'If a player requires any form of protection or support as listed in IRFB Law 4, Section (2) the player should not play in the match.' (Specifically Section (2), point (2), 'A player may not wear braces or supports which included any rigid or reinforced material.')

### **3. GOALS**

- 3.1 To provide access to a range of choices and opportunities for both females and males.
- 3.2 To ensure that their needs and interests are met in programs, administration, and leadership.
- 3.3 To ensure that all individuals receive fair and just treatment.
- 3.4 This policy covers all Rugby NS members, coaching staff, administration staff, medical support personnel and others associated with the Rugby NS operation.