##### 7.14. **Equity and Access and Gender Equity**

British Columbia Rhythmic Sportive Gymnastics Federation (BCRSGF) is committed to providing a positive and safe training and work environment that is free of discrimination, bullying & harassment, retaliation, or violence. BCRSGF will not tolerate any conduct that:

* Discriminates against, harasses, disrupts or interferes with the training or work environment. This includes, but is not limited to, discrimination or harassment on the basis of age, gender, race, national or ethnic origin, colour, religion, disability, marital or family status or sexual orientation and other protected grounds named in the applicable provincial human rights legislation.
* Creates an intimidating, offensive, hostile or violent training environment; or
* Constitutes bullying or psychological harassment.

BCRSGF values and expects professional and respectful behaviour from its directors, coaches and athletes. BCRSGF believes that all these parties are entitled to respectful and dignified treatment and to be provided with a safe environment.

**Discrimination**

Discrimination is defined as treating an individual or a group differently than others on the basis of one or more of the legislated protected grounds and in such a way as to have a negative impact on that individual or group. Discrimination can be either intentional or unintentional.

Some examples of discrimination are:

* Denying employment or personal advancement to individuals based on any of the protected grounds outlined in the applicable provincial human rights legislation; or
* Failing to accommodate an employee where applicable, as required under the appropriate provincial human rights legislation.