



ATHLETICS CANADA OFFICIAL LANGUAGES POLICY

POLICY STATEMENT

Athletics Canada is committed to the promotion and use of the two official languages of Canada in the delivery of its services. Member, affiliates, and the public wishing to communicate with Athletics Canada in English or French must feel free to do so in their preferred official language.

PURPOSE

The Athletics Canada official languages policy is founded on the belief and respect for the linguistic rights of members of Athletics Canada. In keeping with that belief, the purpose and application of the Official Languages Policy is consistent with spirit and intent of both the *Canadian Charter of Rights and Freedoms (1982)* and the *Official Languages Act (1988)*.

APPLICATION

In both the governance of Athletics Canada and the conduct of its business, members and affiliates of Athletics Canada must have the opportunity to be served in their language of choice. To that end, the Board of Directors, staff, and volunteer committees must have the capability to meet the needs of members and affiliates in both official languages.

Because it values its employees and respects their linguistic rights, Athletics Canada shall encourage employees to work in the official language of their choice.

When programs, communications, or contributions are provided to members and affiliates of Athletics Canada of both official language communities, the delivery of services shall be in both official languages, in accordance with the spirit of the Official Languages Act.

This policy also applies to Athletics Canada partners when they are doing business with Athletics Canada. These partners include but are not limited to High Performance Hubs and or national Centre(s), sponsors, suppliers, and event organizing committees.

Except for the participation in activities and the delivery of services where linguistic capacity requires a capability in both official languages, no Athletics Canada member, affiliate or employee shall have his or her opportunities for participation or advancement adversely affected.

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