



Manitoba Organization of Disc Sports

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| Title | MODS Gender Equity and Inclusion Policy |
| Owner | Governance & Policy Committee |
| Approval By | Board of Directors |

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| Originally Approved: February 26, 2018 | Last Reviewed by board: February 19,2025 | Last Revised: February 19,2025 |
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1. Purpose

The Manitoba Organization of Disc Sports is committed to developing and maintaining representation of all genders in sport, no matter their classification. This policy shall consider the rights and representation of all people with respect to MODS' programming and administration, regardless of gender. This document identifies specific areas of MODS' operation in which particular attention will be paid to matters of gender equity, but the organization's commitment to gender equity extends throughout its operation and is not limited to what appears below.

For more information on gender identification and inclusion, please refer to Ultimate Canada's Inclusion Policy.

2. Policy

For the purpose of this document, 'women'/'woman'/'female' refers to all individuals identifying as female; 'male'/'man'/'men' refers to all individuals identifying as male.

2.1.Registration & Programming

All Manitoba Organization of Disc Sports registration forms are to include the following options for reporting gender:

- Female
- Male
- Non-binary
- Prefer not to disclose

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Manitoba Organization of Disc Sports

If either 'non-binary', or 'prefer not to disclose' are selected, the registrant will subsequently identify what gender they prefer to match up against during mixed ultimate play or notify the office as to their preferred match up when appropriate.

2.2. Junior Provincial Teams

MODS recognizes that building an inclusive culture begins with our youth. To this end, the organization is committed to developing and maintaining a positive culture in the Team Manitoba program, so that youth and future leaders are oriented toward inclusion from the early stages of Long-Term Athlete Development (LTAD). MODS will strive to have coaches of both sexes whenever possible and will ensure there is a coach of the matching gender on each team.

2.3. Staffing

MODS is committed to an ongoing review of gender representation among full- and part-time employees, volunteers and committees/working groups, with hiring decisions to be informed by the ideal of equal representation.

2.4. Annual Programming Review

MODS is committed to an annual review of its programming in view of gender-equity ideals, in recognition of the fact that the status quo is often more a function of history than intent.

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