



## **POLICY STATEMENT**

Australian Football League Canada (AFLC) is committed to the promotion and use of two official languages of Canada. AFLC shall strive to enhance the experience of persons wishing to communicate with AFLC by facilitating their ability to do so in their preferred official language, wherever reasonably possible.

## **PURPOSE**

AFLC respects the linguistic rights of its members and registrants, and values diversity and inclusion. As such, the purpose of the official languages policy is to ensure AFLC takes steps that are reasonable given its volunteer base and organisational maturity to ensure important matters may be dealt with in both official languages.

## **APPLICATION**

AFLC is reliant on its volunteers and is, therefore, generally able to provide services in the official language(s) of those volunteers. The Board of Directors, staff and volunteer committees are encouraged to interact with our members in the official language of the members choice, whenever such capability exists. AFLC acknowledges that its volunteers have historically been english speaking and AFLC is committed to encouraging french speaking volunteers to get involved with the organisation.

Because it values its volunteers, contractors and employees, and respects their linguistic rights, AFLC shall encourage employees to work in the official language of their choice. AFLC will encourage those in significant positions (such as coaches) to be bilingual in English and French.

AFLC will make best efforts to have all policies, guidelines, full time job descriptions and by-laws made available to its members in both official languages within a reasonable time frame.

Other documents will generally be made available in English, although AFLC will consider requests for translation of any document if, in AFLC's sole discretion, such request is reasonable and necessary. Notwithstanding the above, AFLC will consider translating any other document into the French language from time to time, having regard to the audience and its targets and its relative importance.

In the resolution of disputes pursuant to the AFLC Membership Protection and Respect (National Policy), or the assessment of appeals pursuant to the AFLC Appeals Policy, AFLC will make reasonable efforts to arrange for a French translator to participate in such appeal if requested by a party to the proceeding, where such party would be unfairly prejudiced by not being able to communicate in French.

With the exception of the participation in activities and the delivery of services where a capability in both official languages is strictly required, no AFLC member, volunteer, contractor, or employee shall have his or her opportunities for participation or advancement adversely affected.

## **Endorsement**

*Current version adopted by the AFL Canada board of directors on August 18th, 2020*

*Policy originally created and adopted July 6, 2018.*