



Equity, Access and Inclusion Policy

Manitoba Marathon, Winnipeg, MB

Sunday, June 21, 2026

Organizers of the 2026 Manitoba Marathon in Winnipeg, MB, recognize that every choice we make offers the opportunity to benefit our friends, neighbours, and broader community by creating a safe and welcoming event for all interested participants, including accommodations and assistance to address potential participation barriers.

The following is a comprehensive equity, access, and inclusion policy that provides considerations and guidance for decision-makers and event participants, including employees, partners, contractors, speakers, volunteers, visitors, attendees, and others affiliated with the Manitoba Marathon.

Declaration of Inclusion

We are pleased to invite all interested individuals to participate in the Manitoba Marathon. Our goal is to create an event that is inclusive, welcoming, and safe for everyone. We are committed to fostering an environment that values equity and accessibility, ensuring all participants feel respected and able to take part, provided they have a valid entry to the event.

Statement of Accessibility

In accordance with the Accessible Canada Act, the Manitoba Marathon Foundation has established a process for accessibility matters pertaining to the event. Manitoba Marathon is committed to access for all participants and spectators involved with the event.



The Manitoba Marathon has an access and equity policy that is built on the principles of the Accessible Canada Act:

DIGNITY	Everyone must be treated with dignity, regardless of their disabilities.
OPPORTUNITIES	Everyone must have the same opportunity to build the life they want.
BARRIER-FREE ACCESS	Everyone must have barrier-free access to full and equal participation.
CHOICES	Everyone must have meaningful options and be free to make their own choices, with support if they want it.
POLICIES & PROGRAMS	Must consider people’s disabilities, the different ways people interact with their environments, and the types of marginalization and discrimination people face
FEEDBACK	People with disabilities must be involved in creating laws, policies and programs.
ACCESSIBILITY	Standards and regulations must aim for the highest level of accessibility.

Requests and Feedback Mechanisms

To ensure proper communication and optimize the organizer’s ability to best meet accommodation requests, requests must be received in writing by May 30, 2026.

All requests for accommodations will be acknowledged within three business days. A clarification from the organizer will be provided within five business days of the request, upon consultation with the participant requesting the accommodation. Some possible accommodations include alternative-format documents, assistants, or interpreters. For these and any other accommodation requests, or for more information, please get in touch with Kirsten Parker, Project Manager via email at kirsten@manitobamarathon.mb.ca .

Conference organizers are committed to ensuring the best possible experience for participants. Participants (adaptive athletes) can submit feedback on the activities and facilities at the event, including responsiveness to accommodation needs, by completing the Adaptive Athlete Survey, which will be distributed by email to self-identified adaptive athletes post-race.



SOCIAL AND CULTURAL INCLUSIVITY

Affirmation

Manitoba Marathon affirms acceptance of staff, participants and volunteers regardless of race, cultural identity, gender, religion, creed, sexuality, or appearance.

We are committed to inclusivity and the acceptance of individuals from diverse backgrounds, regardless of race, cultural identity, gender, religion, creed, sexuality, or appearance.

The following document establishes rules with a strong emphasis on inclusion to encourage participation in the Manitoba Marathon by transgender and nonbinary participants, while respecting the rights and dignity of all entrants.

Manitoba Marathon will not tolerate harassment of any kind based on gender, gender identity, gender expression, sexual orientation, race, ethnicity, or disability from any participants, volunteers, staff, spectators, or bystanders and will make every effort to disqualify, or otherwise remove any person harassing anyone who is racing, watching, or volunteering at Manitoba Marathon.

Manitoba Marathon uses the following definitions, taken from Jake Federowski's *Guide to Nonbinary Inclusion in Running*:

SEX ASSIGNED AT BIRTH	Refers to anatomical and biological labels used to describe a child at birth, such as male, female, and intersex.
GENDER	A social construct, separate from sex, is comprised of two parts: gender identity and gender expression.
GENDER IDENTITY	One's innate sense of self—how they feel on the inside and how they contextualize themselves. Examples of gender identities include non-binary, agender, woman, man, genderqueer, etc.
GENDER EXPRESSION	How one presents their gender identity in the world through their appearance, clothing, behaviours, mannerisms, and so forth. Examples of gender expressions are masculine, feminine, and androgynous.
CISGENDER (CIS)	Describes a person whose gender identity correlates with their assumed sex assigned at birth.



TRANSGENDER (TRANS)	Describes a person whose gender identity does not correlate with their assumed sex assigned at birth.
GENDER BINARY	Refers to a traditional gender system that exclusively defines gender as man or woman, and assumes both gender identity and gender expression are to align with the sex assigned at birth.
NON-BINARY	One of the many gender identities that exists outside of, and even in-between, the gender binary. For the event’s purposes, non-binary is used as an umbrella term for anyone who identifies beyond the gender binary.
QUEER	An all-encompassing descriptor of the gender and sexually diverse community, and is used instead of attempting to reduce the plurality of gender identities and sexual orientations into one acronym (i.e. LGBTQIA+).

INCLUSION & FAIR SPORT POLICY

Manitoba Marathon celebrates the diversity of its participants, volunteers, spectators, and staff. We are committed to creating a safe and affirming space for people of all identities and experiences, especially those from historically marginalized communities.

We believe that everyone has the right to participate in this event, as their authentic selves, free from harassment and discrimination.

All who participate must respect others and observe all event rules. Anyone found to violate this policy faces potential disqualification, expulsion from future events, and/or legal action.

Perceived violations of this policy must be reported in person or in writing to the Executive Director, with the utmost discretion and respect for the privacy of all parties involved. Manitoba Marathon in its sole discretion will decide.

GENDER POLICY

This race is proud to offer a men’s, women’s, and non-binary division. We accept each participant’s declared gender at face value, with no supporting evidence required. Participants should enter and participate in the gender division consistent with their gender or personal expression. Participants who have concerns about this guidance or race practices should contact the Executive Director by email.



To be eligible for prize money, participants must have entered in the gender division in which they qualify at the time of race registration.

INVITED, COMPED, AND/OR SEEDED ELITE ATHLETES must be available pre- and post-race for technical meetings, internal and external media interviews, and content creation opportunities for social media. Top finishers must be present for the award ceremony and formal photos following the race. Bios and headshots must be submitted to the Executive Director prior to the event.

Challenges will only be considered if a top-three position is at stake. Only participants who would gain a podium placement are allowed to submit challenges. To submit a challenge, the participant must contact the Executive Director within 10 days of race completion. Challenges must be submitted privately and with the utmost discretion and respect for all parties involved.

The Executive Director will be the sole arbiter of determining if there is a legitimate basis for the challenge. Should the challenge be deemed legitimate, the Executive Director will gather supporting evidence (if necessary), contact relevant parties (if necessary), make a final decision, and notify all parties involved over email.

No party may publicly discuss (including online) a challenge until a decision has been reached. Any personal information provided pursuant to this policy, including but not limited to identification documents and medical information, must be kept strictly confidential.

Manitoba Marathon offers the following four options in the registration process:

Option as it appears in Race Roster at registration	Used for	Appears in results as
Male	Participants identifying as male	M
Female	Participants identifying as female	F
Nonbinary, Gender Fluid, Gender nonconforming, or Gender queer	Participants identifying outside the gender binary	X
Prefer not to disclose: by selecting this option I acknowledge that my	Participants preferring not to have their gender and results appear online	n/a



individual results will not be eligible for overall or age group awards		
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Communications

An email will be sent to all athletes who identify as “Nonbinary, Gender Fluid, Gender nonconforming, or Gender queer” at registration, prior to the race, providing resources and information about race weekend. Information will include items such as the location of gender-neutral washrooms, age categories and top three award information, bib name policy, and background on staff and volunteer training.

Staff and Volunteer Training

All staff, including contract staff, will be required to complete training. Volunteers will be encouraged to the best of our ability to complete training. The education session will include definitions as listed above, respect for participants’ identities, and examples of how to ensure that all participants are supported, welcome, and able to participate safely and have a positive experience.

Volunteers are also required to sign off on a Volunteer Code of Conduct, which includes the following statement:

We are committed to building a culture that supports and celebrates diversity, equity, and inclusion throughout our workforce and within our industry. Discrimination or harassment based on race, colour, religion, age, sex, gender (including gender identity, gender transition and transgender status), sexual orientation, national origin, ancestry, disability, and verbal abuse (including display of discriminatory, harassing, or hateful symbols) of any sort are not tolerated. Sexual or other unlawful, unwelcome, or inappropriate harassment is not tolerated.

Manitoba Marathon Staff will immediately dismiss any volunteers or contract staff found to be in opposition to this Code of Conduct and disqualified from volunteering at any future events.