



A photograph of a gym with people working out on treadmills and using equipment. The gym is well-lit and has various pieces of equipment, including treadmills, weight machines, and free weights. People are seen in the background, some on treadmills and some standing near equipment. The foreground shows a man sitting on a bench, looking at his phone. The gym floor is polished and reflects the overhead lights.

## COLORADO COLLEGE'S COMMITMENT TO

# INCLUSION

REVISED AND SHARED WITH PERMISSION FROM COLORADO COLLEGE

Campus Recreation is committed to continuously improving our facilities, programs, and policies to provide a safe and welcoming space for everyone. We dedicate ourselves to engaging in intentional education, outreach, and collaboration in support of equity, diversity, and inclusion to enhance the social, mental, and physical well-being of the entire Colorado College community.

We celebrate and affirm individuals of every race, color, national origin, gender, age, religion, gender identity or expression, disability, and sexual orientation. We welcome individuals from all backgrounds, abilities, and skill levels.

Campus Recreation strives to fulfill our commitment to inclusion. Students who do not see something that fits their needs—or those who have further suggestions for how we can make Campus Rec safer and/or more inclusive and accessible—should not hesitate to reach out to us.

### **Adaptable Facility Equipment**

Campus Recreation is committed to creating and providing safe and welcoming spaces for everyone in our community. Toward that goal, we have the following features:

- ADA accessible lockers
- ADA accessible showers
- ADA accessible restroom stalls
- ADA accessible ramps, doors, and elevators
- ADA accessible benches in locker rooms
- ADA accessible signage

### **Adaptive Fitness Equipment and Programs**

Campus Recreation continues to improve facilities and programs to enhance accessibility for all patrons. In addition to compliance with all ADA regulations, we provide the following:

- Recumbent bikes
- Kettle bells with handles
- Pal portable aquatic lift
- Scifit double arm upper body ergometer
- Skating aides in the ice rink
- Fitness classes for different skill levels

### **Gender Inclusive Locker Rooms**

Patrons are encouraged to use the locker room that most closely aligns with their gender identities. We provide the following spaces:

- Separate locker rooms for students who identify as female and male

- Separate locker rooms for staff and faculty who identify as female and male
- Separate locker rooms for athletes who identify as female and male
- Gender inclusive locker room

### **Inclusivity Initiatives**

In addition to the features listed above, CC has developed the following DEI initiatives:

- “Every Body Welcome” sticker that incorporates colors from the Pride and Trans flags, along with different body shapes and abilities
- Fit 4 Life fitness group for older retirees and their dependents that focuses on functional movements
- Non-gendered attire policy
- Virtual Fitness Resources site for users to have access to fitness videos when they cannot or choose not to access the fitness center

- Club sport grants and/or subsidies available to low income club sport participants to assist with club fees and travel expenses
- Club sport participants are encouraged to participate in the gender-specific club that affirms their personal gender identities
- In intramural programming, when there are gender-specific rules or player ratio requirements, the participant’s gender identity will be applied

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ABOUT THE AUTHOR: Colorado College is a private liberal arts college in Colorado Springs, Colorado. Founded in 1874 by Reverend Thomas Nelson Haskell in his daughter’s memory, the college enrolls approximately 2,000 undergraduates at its 90-acre campus. The college offers forty-two majors and thirty-three minors.



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