



POLICY ON DIVERSITY & EQUITY

Definitions

1. The following terms have these meanings in this policy:
 - a. **Individuals** – All members as defined by the Volleyball Canada bylaws, as well as all registered participants engaged in activities with Volleyball Canada, including but not limited to; athletes, coaches, referees, directors, managers and administrators.
 - b. **Underrepresented Populations** – Includes, but is not limited to; women and girls, children in low income families, Indigenous people, people with disabilities, seniors, and members of the Lesbian, Gay, Bisexual, Trans and Questioning (LGBTQ) communities.

Policy Statement

2. Volleyball Canada is committed to providing a sport and work environment that provides fair and equitable opportunities for all.

Purpose

3. The purpose of Volleyball Canada's Diversity and Equity Policy is to outline its commitment to inclusion and access in all programs, services and operations.

Scope and Application

4. This policy applies to all Volleyball Canada Individuals, including, but not limited to; staff, Board members, volunteers, athletes, coaches, and officials.
5. Volleyball Canada will review all incidences of discriminatory behaviour according to its Code of Conduct Policy and Discipline and Complaint's Policy.

Provisions

6. Volleyball Canada prohibits discrimination in the workplace.
7. Volleyball Canada will support inclusion and access for all participants that include population sectors that are identified by Sport Canada as Underrepresented Populations.
8. Volleyball Canada will endeavor to increase the opportunities for participation in Volleyball Canada leadership and programs by:
 - a. Ensuring that the achievement of equal opportunities is a key consideration when developing, updating or delivering Volleyball Canada programs, policies and projects.
 - b. Ensuring that the concerns and needs of Individuals are identified, promoted and supported.
 - c. Ensuring that its governance structure encourages and promotes full and equal participation by all Individuals, including Underrepresented Populations.
9. Volleyball Canada will incorporate equity principles in all strategies, plans and actions of the organization, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications.



10. Volleyball Canada will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization.
11. Volleyball Canada will encourage balanced gender representation on its Board and on all committees.

Communications

12. This policy must be effectively communicated to those who will be responsible for its implementation.

Review

13. This policy will be reviewed at least once every two years, or as decided by the Chief Executive Officer and/or the Volleyball Canada Board of Directors.
14. This policy should be reviewed in February 2018.

Approval

15. This policy was approved by the Volleyball Canada Board of Directors on February 28, 2017.