



POLICY ON INCLUSION & EQUITY

Definitions

1. The following terms have these meanings in this Policy:
 - a. **Individuals** – All members and registered participants, as defined by the Volleyball Canada bylaws, as well as all Individuals engaged in activities with Volleyball Canada, including but not limited to; athletes, coaches, referees, directors, managers and administrators.
 - b. **Underrepresented Group** – Includes, but is not limited to; women and girls, children in low income families, Indigenous people, people with disabilities, seniors, newcomers to Canada, 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 this Policy is to outline Volleyball Canada's 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.

Provisions

5. Volleyball Canada prohibits discriminatory practices.
6. Volleyball Canada supports inclusion and access for all participants including those considered to be a member of an Underrepresented Group.
7. Volleyball Canada will endeavour 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 Individuals from Under Represented Groups have no barriers to participation in the Volleyball Canada's programs, training, and coaching opportunities
 - c. Ensuring that its governance structure encourages and promotes full and equal participation by all Individuals, including Underrepresented Populations.
 - d. Reviewing all instances of discriminatory behaviour according to its *Code of Conduct and Discipline and Complaints Policy*.



8. Volleyball Canada will incorporate equity principles in all strategies, plans and actions of the organization, including its technical programs, operations, business management, sponsorship, marketing, media and communications.
9. Volleyball Canada will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization.
10. Volleyball Canada will encourage balanced gender representation on its Board and on all committees.
11. Volleyball Canada will continually monitor and evaluate its inclusion, equity, and access progress.

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 2020.

Approval

15. This Policy was approved by the Volleyball Canada Board of Directors on June 10, 2018.