

CVSA Diversity, Equity and Inclusion Policy:

Definitions

Members:

Members include Cowichan Valley Soccer Associations programs including Mini, House, League and Adult Leagues, and all existing of future programs under the CVSA umbrella.

Diversity:

Diversity is the range of human differences, including but not limited to race, ethnicity, indigeneity, gender, gender identity, gender expression, sex, sexual orientation, age, social class, physical ability or attributes, religion, national origin, political beliefs, body type, athletic ability, ancestry, colour, citizenship, creed, disability, family or marital status. Diversity embraces people's characteristics and qualities, unique backgrounds, experiences and ways of relating to one another.

Equity:

Equity recognizes that individuals do not always 'start at the same place' due to different advantages, challenges or barriers that exist. Equity is taking action to make the appropriate modifications to provide everyone access to the same opportunities.

Inclusion: Inclusion is when everyone feels welcome and has a sense of belonging.

1. Background

1.1 The Cowichan Valley Soccer Association is an inclusive organization and welcomes the full participation of all individuals. The CVSA believes that everyone involved in sport has the right to participate in safe and inclusive environments free of abuse, harassment, discrimination, and to enjoy the sport at whatever level or capacity they participate in. The welfare of everyone involved in soccer is the foremost consideration and in particular, the protection of children in the sport is the responsibility of everyone involved.

1.2 The CVSA believes that embracing differences while working to remove barriers in order to promote diversity and equity and foster inclusion is integral to serving the wider sport community.

1.3 The CVSA will encourage participation in soccer and work to ensure that equity, diversity and inclusion are key considerations when developing, updating or delivering policies and programs.

2. Purpose

2.1 The purpose of CVSA's Diversity, Equity and Inclusion Policy is to promote diversity, equity and inclusion as integral parts of soccer.

2.2 Further, to ensure the fair and respectful inclusion of all persons in the CVSA such that they feel a sense of belonging, respect and value for who they are, and they feel a level of supportive energy and commitment from others.

2.3 The policy supports members Gender Identity and Gender Expression and recognizes both as grounds on which people are protected against unlawful discrimination.

2.4 This policy is applicable to CVSA, all members, affiliated programs and persons associated with the CVSA, while engaged in CVSA activities.

3. Policy Statement

3.1 No person will be treated less favourably than any other, on the grounds of any of the protected rights under the BC Human Rights Code.

3.2 The CVSA wants to ensure that all participants have access to programming and facilities in which they feel recognized and safe.

3.3 The CVSA believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. Participants should be able to participate in the gender category with which they identify and feel most safe.

3.4 The CVSA is committed to the inclusion of transgender and gender-diverse individuals in all aspects and roles in the CVSA.

3.5 There is no requirement for a participant to disclose that they identify as Transgender or gender-diverse or provide their history with respect to the same in order to participate at any level within the Club; and surgical intervention and/or hormone therapy should never be required for a Transgender or gender-diverse player to participate in sport.

3.6 The CVSA aims to create an inclusive culture in soccer, free from discrimination, harassment, or victimization.

4. Policy Application

4.1 This policy applies to all Cowichan Valley Soccer Association owned and sanctioned events, competitions, programs and teams.

4.2 This policy applies to those who take part in all CVSA sanctioned games or events.

5. Confidentiality

5.1 The CVSA will not disclose any documentation or information about an individual's gender identity and expression or sexual orientation.

5.2 Participants are not required to disclose their Gender Identity to the CVSA or any of

the CVSA's representatives (e.g., coaches, staff, Directors, officials, etc.).

5.3 Should a participant or the participant's legal guardian choose to advise the CVSA of the fact that the participant is Transgender or gender-diverse, they may contact the CVSA's Board-designate for LGBTQ Equity and Inclusion to do so.

5.4 Coaches and staff will advise the CVSA's Board-designate for LGBTQ Equity & Inclusion if they have a participant who has advised them that they are Transgender or gender-diverse and advise the player and the player's family to have further contact with the CVSA's Board-designate for LGBTQ Equity & Inclusion to ensure compliance with the Policy and to ensure that all necessary accommodations are considered.

6. Policy Actions for Inclusion

6.1 The CVSA will provide the Policy to staff, directors and coaches and offer access to additional inclusion education and training opportunities on its implementation as needed.

6.2 The CVSA will maintain organizational documents and the CVSA website in a manner that promotes inclusive language.

6.3 The CVSA will review and revise the Policy as needed to ensure it is consistent with promoting a safe and inclusive environment and aligns with progressive developments concerning Transgender and gender-diverse participation in sport

6.4 The CVSA will refer to participants by their preferred name and pronoun.

6.5 The CVSA will work to ensure access to gender neutral washrooms and change room facilities and recognizes the right to individuals to use the washroom facilities consistent with their Gender Identity.

6.6 CVSA will always consider making accommodations for individuals where doing so would support diversity, equity and inclusion.

6.7 CVSA will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.

6.8 CVSA will self-assess and seek feedback from our membership to maintain its commitment to be a diverse, equitable and inclusive organization.

6.9 CVSA will consider the diversity of their members and soccer participants when developing policies, procedures, programs and internal operations.

GUIDING/GOVERNING ORGANIZATIONS AND DOCUMENTS

Canada Soccer

Reference Documents viaSport

Inclusion BC Provincial Government

Diversity, Inclusion and Respect (including BC Human Rights Code)

BC Soccer Constitution & Bylaws BC Soccer Rules & Regulations Judicial Code and Policies of BC

Soccer (specifically Conduct and Ethics Policy)

BC Soccer Safe Sport

Canadian Centre for Ethics in Sports

North Shore Girls Soccer Club

Bowen Island Football Club

BC Rugby Gender Equity, Diversity and Inclusion Policy