



DIVERSITY, EQUITY AND INCLUSION POLICY

1. Policy Statement/Purpose

This policy establishes guidelines for Van Isle Wave 's commitment to diversity, equity, and inclusion across all aspects of its development. The aim is to ensure everyone is treated fairly and with respect, to ensure Van Isle Wave is equally accessible and inclusive to all, and to guide Van Isle Wave in its active pursuit of a club culture that embraces diversity, inclusivity, and fairness.

2. Scope

Van Isle Wave is responsible for setting standards and values that apply throughout the club at all levels of play. Van Isle Wave respects the rights, dignity, and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality, or social/economic status. It aims to confront and eliminate discrimination by reason of any of the above and to actively establish equal opportunities for all.

3. Definitions

Van Isle Wave adopts the following definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognizing inequalities, and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, socio-economic status, ability, or disability.

A diverse sports environment acknowledges the differences in age, gender, education, and background. It acknowledges and values individuals' unique life experiences, qualities, and characteristics.

An inclusive sport culture embraces, respects, and values differences in people regardless of gender, age, racial background, Aboriginal background, disability, or sexual orientation.



4. Policy

The policy of Van Isle Wave is to ensure equity is incorporated across all aspects of its development. All club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

Van Isle Wave, its employees, volunteers, officials, and members are not to discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, socio-economic status, ability, or disability.

Van Isle Wave will not tolerate harassment, bullying, abuse, or victimization of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Van Isle Wave has appointed a Wellness Officer as the first point of contact for individuals seeking guidance on appropriate behaviour regarding questions of discrimination, and for individuals who feel they have experienced discrimination while participating in Van Isle Wave programming. Van Isle Wave will deal with any incidence of discriminatory behaviour seriously, first with education and guidance and, if necessary, according to its disciplinary procedures as stated in the Discipline and Appeals Policy.

5. Related Resources

Van Isle Wave is committed to a policy of equal treatment of all members and requires all members to adhere to these policies and the requirements of:

[BC Soccer Diversity, Equity, and Inclusion Policy](#)

[Coaching Association of Canada: Diversity and Inclusion](#)

[Canadian Human Rights Act](#)

