DIVERSITY, EQUITY AND INCLUSION POLICY

This is a Pan-Canadian Policy applicable to Volleyball Canada, Volleyball Nova Scotia and the Provincial/Territorial Associations.

Definitions

1. The following terms have these meanings in this Policy:
   a) *"Diversity"* – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization
   b) "Inclusion" – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics
   c) "Equity" – fairness afforded to individuals with diverse personal characteristics
   d) *"Individuals"* – refers to all categories of members and/or registrants defined in the Bylaws of Volleyball Canada and in the Bylaws of a Provincial/Territorial Association, as applicable, as well as all people employed by, contracted by, or engaged in activities with or on behalf of, Volleyball Canada or a Provincial/Territorial Association including, but not limited to, employees, contractors, athletes, volleyball clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers
   e) *"Organization"* – Volleyball Canada and/or the Provincial/Territorial Associations
   f) *"Provincial/Territorial Associations"* – the provincial/territorial member governing bodies for volleyball in each province/territory that are in good standing with Volleyball Canada
   g) *"Under-Represented Groups"* – Under-Represented Groups include women, children in low income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQI2S community

Purpose

2. Volleyball Canada and the Provincial/Territorial Associations are committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Volleyball Canada and the Provincial/Territorial Associations provides Under-Represented Groups with an equitable range of opportunities to participate in the sport.

Scope and Application

3. This policy applies to all Individuals and sanctioned programs/events any Organization.

Procedures

4. Volleyball Canada and Provincial/Territorial Associations oppose all forms of discriminatory practices.

5. Volleyball Canada and Provincial/Territorial Associations support Inclusion and access for all persons including those considered to be a member of an Under-Represented Group, in all their sanctioned programs and activities.

6. Volleyball Canada and Provincial/Territorial Associations will encourage equitable representation on their boards and committees.

7. Volleyball Canada and Provincial/Territorial Associations understand that one key to being a more inclusive, diverse, and equitable organization is to strive to 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; and further Volleyball Canada and Provincial/Territorial Associations resolve to do so on a continuing basis.

Communications

8. Volleyball Canada and the Provincial/Territorial Associations will identify those persons within their respective organizations who will be responsible for implementing this policy.

Review and Amendment

9. All significant amendments to this Policy will be submitted to Volleyball Canada for review by its ad hoc committee on policies.

10. This policy will be reviewed every two years. Any significant policy amendments will be approved by the Volleyball Canada and the Provincial/Territorial Associations.

Approval

11. This policy was approved by Volleyball Nova Scotia and its Board of Directors on Oct 19, 2020.