

# ACCESSIBILITY & INCLUSION POLICY

## **Purpose:**

The Villains Football Club (the “Club”) is committed to ensuring a sport environment that fosters diversity, equity, and inclusion and that is equally accessible and inclusive to all.

## **Scope:**

This Policy applies to players, parents, volunteers, employees, and Board members associated with the Club (“Club Community Members”).

## **Policy:**

1. The Club adopts the principles of Equity, Diversity and Inclusion as outlined by Sport Canada: that sport must be welcoming and inclusive for all participants. Equity, Diversity, and Inclusion is the practice of identifying, recognizing, and reducing inequalities and inequities that exist within sport by creating and promoting environments and opportunities for underrepresented communities.
2. An inclusive sport culture respects and values differences in people regardless of race, religious beliefs, colour, gender, gender identity, gender expression, sexual orientation, mental disability, physical disability, age, ancestry, place of origin, marital status, source of income or family status (together, the “Protected Characteristics”).
3. The Club is committed to ensuring that everyone, including those in underrepresented communities and/or with Protected Characteristics, have full and equal opportunity to participate in the services and activities of the Club.

## **Responsibilities**

1. All Club Community Members will report negative treatment towards individuals with Protected Characteristics, and other forms of inequality or access concerns via the Dispute Resolution Procedure;

2. All Club Community Members will promote equal opportunity and inclusion;
3. The Club will continuously evaluate all aspects of its programming to ensure equity, diversity and inclusion; and
4. The Board will ensure attention to equity, diversity and inclusion during their planning, oversight, policy development, and approval activities.

**Associated Policies and Procedures:**

- *Dispute Resolution Procedure*
- *Anti-Bullying Policy*

