



Fernie Youth Soccer Association
PO Box 2751, 897 Mt. Wasshburn St., Fernie, BC V0B 1M0



Diversity, Equity and Inclusion Policy

Fernie Youth Soccer Association (FYSA) believes that a quality soccer environment embraces diversity, supports accessibility, and demonstrates inclusion. Since participants' first sport experiences usually happen at the community level, we must ensure that these experiences are positive, enjoyable, developmentally-appropriate, and safe. In addition, access to sport should be as barrier-free as possible through programs, services, and support that meet individual needs and interests.

FYSA aims for a diverse and inclusive membership, to maximize our youth soccer enjoyment and allow all members to achieve their desired goals. We are committed to providing an environment free of discrimination and bias, where everyone has an opportunity to maximize their potential, fully participate in creating success and where each person is valued, respected and supported for their attributes, skills and experience.

The diversity of our membership includes factors such as race, ethnicity, gender, sexual orientation, socio-economic status, culture, age, physical ability, education, language, skill levels, family status, religious, political and other beliefs and personal styles. We value and harness this diversity to build an environment where people are connected and belong. We will honor the culture and customs, as well as comply with laws and regulations.

Our commitment to diversity, equity and inclusion is supported by the following expectations:

- Our diverse and inclusive membership is representative of the community in which we operate
- Our registration processes are transparent, consistent and fair
- Our workplaces promote flexible work practices to support the needs and responsibilities of our people
- We are all accountable for the creation of an inclusive sport environment where individual difference is understood, respected and valued
- We are a diversity and inclusion leader in our community.
- We will leverage the Canada Soccer Guide to Accessibility & Inclusion as our best practice for creating an accessible, inclusive and welcoming environment

All of our board members are accountable to monitor the effectiveness of these expectations and provide visible leadership for this policy.

This policy applies to all of our membership. If anything in this Policy is in conflict with local statutes or regulations, the latter will prevail. If there is such a conflict, please notify the FYSA board of directors in writing.

The responsibility for application of this policy rests with us all.