



# FORT ST. JOHN SOCCER CLUB

---

## Diversity, Equity, and Inclusion Policy

January 2026

### **Purpose:**

The Fort St. John Soccer Club (FSJSC) welcomes all individuals to participate in soccer and believes that embracing differences while removing barriers to promote diversity and equity and foster inclusion is integral to serving the wider soccer community. The purpose of the Diversity, Equity, and Inclusion Policy is to promote diversity, equity and inclusion as integral parts of soccer in British Columbia.

### **Definitions:**

- **Gender:**  
Refers to the socially constructed roles, behaviors, activities, and attributes that a society assigns to masculinity or femininity.
- **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.

**Policy and Standards:**

- The FSJSC commits to annually self-assessing and seeking feedback to maintain our commitment to be a diverse, equitable, and inclusive organization.
- The FSJSC commits to taking the diversity of our members and soccer participants into consideration when developing policies, procedures, programs, and internal operations.
- The FSJSC commits to reviewing and implementing initiatives from the [Canada Soccer Guide to Accessibility and Inclusion](#).
- The FSJSC board of directors and staff will participate in diversity and inclusion training.
- The FSJSC will consider making accommodations for individuals that would support diversity, equity, and inclusion.
- The FSJSC will actively seek the viewpoints and experiences from the soccer community to foster a more diverse, equitable, and inclusive environment.
- The FSJSC will support members in fostering diverse, equitable, and inclusive environments through educational initiatives and by providing resources.
- The FSJSC will encourage gender-balance representation on the Board of Directors and all its Committees whenever possible.

**Reporting Concerns:**

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to the FSJSC by using the [Incident Report Form](#).

**Responsibility:**

All members, volunteers, staff, Board of Directors, and participants of the Fort St. John Soccer Club are responsible for upholding the principles of this policy.

**BC Soccer Alignment:**

All Fort St. John soccer Club policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and Procedures.