



Softball Nova Scotia

Equity, Diversity, Inclusion, and (EDIA) Training Policy

Purpose

Softball Nova Scotia (SNS) is committed to providing a safe, and inclusive softball environment for all participants. This EDIA training policy sets minimum training standards and commitments to equity, diversity, inclusion, and Safe Sport.

This policy applies to:

- SNS Board of Directors, staff, coordinators, and committee members
- Provincial team, club coaches, and assistant coaches
- Umpires/officials
- Designated club leaders (e.g., presidents, coaches)
- Any other individual designated by SNS as being in a position of trust or authority

EDIA Training Requirements

Core Training Modules

SNS recognizes the following as its standard EDIA training components (or equivalent, as approved by SNS):

- Introduction to Equity, Diversity, Inclusion, and Accessibility in Sport
- Anti-racism and anti-discrimination in sport
- Gender equity and inclusion of women, girls.
- Safe Sport, Bullying, maltreatment prevention.

Minimum Requirements.

- Provincial team coaches, assistant coaches, and team staff.
- Umpires and other SNS-appointed officials: At minimum, Safe Sport and EDIA modules.
- Club leaders, EDIA, Safe Sport modules.

Training

SNS will approved training options (e-learning modules) that meet these standards. Equivalent training from national/provincial partners may be accepted with prior SNS approval.

Training may be delivered via:

- Online self-paced modules
- Virtual sessions.

Roles



- Executive Director/Technical Director: supports clubs in accessing EDIA (modules) learning opportunities.
- Clubs and Associations: Encourage and, where possible, require EDIA and Safe Sport training for local coaches, volunteers, and executives; promote opportunities provided by SNS.