



Diversity, Equity and Inclusion Policy

Purpose

ICSF Columbus FC welcomes all individuals to participate in soccer and believes that embracing differences, removing barriers, and promoting equity and inclusion are integral to serving the broader soccer community.

The purpose of this policy is to ensure that diversity, equity, and inclusion are embedded in all aspects of the Club's operations, programs, and culture, and that all members feel valued, safe, and supported.

Definitions

- **Gender** – Refers to the socially constructed roles, behaviours, activities, and attributes that a society assigns to masculinity or femininity.
- **Diversity** – The range of human differences, including but not limited to race, ethnicity, Indigeneity, gender identity and expression, sexual orientation, age, socio-economic status, physical ability, religion, nationality, and lived experience.
- **Equity** – Recognizes that individuals do not always start from the same place and requires actions to remove barriers and provide fair access to opportunities.
- **Inclusion** – The creation of an environment where all individuals feel welcomed, respected, supported, and have a sense of belonging.

1. Core Principles

Appreciation of Diversity

ICSF Columbus FC values and respects the diversity of its members and community. The Club believes that diverse perspectives and experiences strengthen the organization and enhance the soccer experience for all participants.

Equity and Fairness

The Club is committed to providing equitable access to soccer opportunities by identifying and removing barriers to participation and ensuring appropriate support is available.

Inclusive Participation

ICSF Columbus FC strives to create an environment where all individuals can participate fully, free from discrimination, harassment, or exclusion.

Fostering Belonging

The Club is dedicated to ensuring that all players, coaches, volunteers, and families feel a strong sense of belonging within the organization.

2. Standards and Commitments

ICSF Columbus FC commits to:

- Considering the diversity of its members when developing policies, programs, and operations
- Supporting inclusive environments through ongoing evaluation, feedback, and improvement
- Encouraging diverse and gender-balanced representation on the Board of Directors and Committees
- Implementing and aligning with best practices, including the principles outlined by Canada Soccer and BC Soccer
- Promoting accessibility and inclusion in accordance with recognized guidelines, including the Canada Soccer Guide to Accessibility and Inclusion

3. Commitment to Equity, Diversity, Inclusion, and Belonging (EDIB)

Zero Tolerance for Discrimination and Harassment

ICSF Columbus FC maintains a zero-tolerance approach to discrimination and harassment based on any protected ground. All concerns will be addressed promptly, fairly, and appropriately.

Equal Opportunities and Representation

The Club promotes equal opportunities for participation and leadership and encourages diversity across all levels of the organization.

Inclusive Language and Practices

ICSF Columbus FC is committed to inclusive communication and practices that respect cultural, linguistic, and individual differences.

Respect for All Abilities

The Club recognizes and supports participants of all abilities and skill levels, providing inclusive programming where possible.

4. Reporting and Resolving Concerns

Any concerns or complaints regarding discrimination, harassment, or violations of this policy should be reported to the Executive Director at ed@icsf.ca or a designated Club Official.

- All reports will be taken seriously and handled in a **timely, fair, and confidential manner**
- Incidents will be **documented and reviewed**
- Where appropriate, the Club may facilitate **mediation or resolution discussions**

Disciplinary Action

Where a violation is substantiated, the Club may impose disciplinary measures, including:

- Verbal or written warnings
- Suspension from Club activities
- Removal or expulsion from the Club

5. Responsibility

All members, players, coaches, volunteers, and staff of ICSF Columbus FC share responsibility for upholding the principles of this policy and contributing to a respectful, inclusive environment.

6. Commitment to Continuous Improvement

ICSF Columbus FC is committed to ongoing education, community engagement, and periodic review of this policy to ensure alignment with best practices and evolving standards in diversity, equity, and inclusion.

Conclusion

ICSF Columbus FC believes that every individual, regardless of background or ability, deserves a safe, inclusive, and supportive environment in which to participate in soccer. By upholding these principles, the Club is committed to building a stronger, more inclusive community for all.