



## Greater Vancouver United Sports Club

13462 81 Avenue, Surrey, BC V3W 3C7  
Email: [info@gvusc.ca](mailto:info@gvusc.ca) | Phone: 604-723-5560  
Website: [www.gvusc.ca](http://www.gvusc.ca)

## Diversity, Equity and Inclusion Policy

**Effective Date:** December 20, 2025

**Greater Vancouver United Sports Club** 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.

### STANDARDS

Greater Vancouver United Sports Club is committed to promoting a diverse, equitable, inclusive, and accessible environment that reflects the values and needs of our members and soccer community. In support of this commitment, the Club will adhere to the following standards:

1. **Assessment**
  - The club will conduct an annual self-assessment of its policies and programs, and operations to maintain and strengthen its commitment to diversity, equity, inclusion and accessibility. This process will actively seek feedback from participants, families, volunteers, and staff to guide continuous improvements.
2. **Inclusive Policies and Programs**
  - When developing policies, procedures, and programs, the Club will consider the diverse identities, backgrounds, and needs of our members and participants, including identifying and removing barriers that may limit participation.
3. **Governing Body Alignment**
  - The Club will review and, where appropriate, implement initiatives and recommendations from [Canada Soccer Guide to Accessibility and Inclusion](#) and maintain alignment with BC Soccer's Diversity, Equity & Inclusion policy and applicable governance policies.

4. Education and Training
  - Board members, staff, and team officials will be encouraged to complete training related to diversity, inclusion, cultural awareness, accessibility, and bias-aware leadership. The Club will also promote educational opportunities sourced from BC Soccer and Canada Soccer.
5. Accessibility and Accommodation
  - The Club will consider reasonable accommodations to support equitable participation for all individuals, including those with physical, communication, cognitive, or other accessibility needs. This includes removing barriers to registration, participation, and engagement wherever practicable.
6. Community Engagement and Representation
  - GVUSC will actively seek diverse viewpoints and lived experiences within the soccer community to inform decision-making, programming, and outreach. The Club will also work toward balanced representation in leadership roles, committees, and volunteer opportunities.
7. Inclusion Initiatives
  - The Club will support initiatives that reduce barriers to participation, including financial assistance, community partnerships, inclusive programs, and targeted outreach, consistent with our commitment to accessibility and inclusion.
8. Respectful Club Environment
  - All GVUSC members (including players, parents, coaches, team officials, volunteers, board and staff members) are expected to contribute to a culture of respect, dignity, and belonging. Discrimination, harassment, exclusionary behaviour, or bias of any kind will not be tolerated.

## **REPORTING CONCERNS**

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to the Club's designated official, Karamjit Kaily at [safesport@gvusc.ca](mailto:safesport@gvusc.ca) or to the Club at [info@gvusc.ca](mailto:info@gvusc.ca).

## **RESPONSIBILITY**

All members, volunteers, staff, and participants of **Greater Vancouver United Sports Club** are responsible for upholding the principles of this policy.

## **BC SOCCER ALIGNMENT**

**All Greater Vancouver United Sports Club policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.**

**-End-**