



Diversity, Equity and Inclusion Policy

Effective Date: December 22, 2025

STATEMENT

Comox Valley United Soccer Club (CVUSC) 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 this 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, behaviours, 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, religion, national origin, political beliefs, body type, athletic ability, ancestry, colour, citizenship, creed, disability, family or marital status. Diversity recognizes and values individual differences and lived experiences.

Equity

Equity recognizes that individuals do not always start from the same place due to different advantages, challenges, or barriers. Equity involves taking reasonable steps to provide fair access to opportunities and participation.

Inclusion

Inclusion is the practice of creating environments where all individuals feel welcomed, respected, and have a sense of belonging.

STANDARDS

- CVUSC will promote a welcoming, respectful, and inclusive environment free from discrimination and harassment.
- CVUSC will consider the diversity of its membership when developing policies, programs, and club operations.
- CVUSC will work to identify and reduce barriers to participation where reasonably possible.

- CVUSC will make reasonable accommodations to support accessibility and inclusion.
- CVUSC will encourage learning and awareness related to diversity, equity, and inclusion within the club.
- CVUSC will seek input and feedback from the soccer community to support inclusive practices.
- CVUSC will support gender-balanced representation in club leadership, including the Board of Directors and committees, to reflect the diversity of the community it serves.

REPORTING CONCERNS

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to the club president at president@cvusc.org

RESPONSIBILITY

All members, volunteers, staff, and participants of CVUSC share responsibility for upholding the principles of this policy and contributing to a respectful and inclusive club environment.

REVIEW

This policy will be reviewed annually to reflect the evolving needs of the club and the community it serves.

BC SOCCER ALIGNMENT

All Comox Valley United Soccer Club policies must align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.

GUIDING/GOVERNING ORGANIZATIONS AND DOCUMENTS

[BC Soccer Diversity, Equity and Inclusion Policy](#)

[Canada Soccer Diversity, Equity, and Inclusion Policy](#)

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