



POLICY NO. 9	POLICY TITLE: Equity, Diversity, Inclusion and Accessibility
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Policy 9- Equity, Diversity, Inclusion and Accessibility

Purpose

Hamilton Challenger Sports Association (HCSA) is committed to fostering an equitable, diverse, inclusive, and accessible environment for all.

Scope and Application

This policy applies to all HCSA volunteers, participants, families and board members.

Our Commitment

At HCSA we are committed to creating a space where people of all ages, abilities, backgrounds, and identities feel safe, supported, and welcome.

- **Equity** means making sure everyone has what they need to succeed — even if that looks different for each person.
- **Diversity** means recognizing and celebrating the different perspectives, cultures, and stories each person brings to our community. These differences make us stronger.
- **Inclusion** means making sure everyone feels welcomed, heard, and part of the team — not just invited, but truly involved.
- **Accessibility** means designing our spaces, programs, and communication so that everyone, including people with disabilities, can take part fully and comfortably.

Guiding Principles

All HCSA volunteers and members are expected to:

- Treat all participants, families, and fellow volunteers with dignity, empathy, and respect, regardless of background or ability.
- Create inclusive environments where everyone feels a sense of belonging and support.

- Recognize and honour different needs by being flexible and adapting programs or communications where necessary.
- Foster a safe space free from discrimination, harassment, or exclusion.
- Use positive reinforcement rather than criticism, and resolve conflicts with patience, understanding, and non-confrontational leadership.
- Maintain confidentiality around sensitive issues and uphold the privacy and dignity of participants.

HCSA has a zero-tolerance policy for any acts of:

- Racism, sexism, homophobia, transphobia, ableism, or any form of discrimination
- Bullying, harassment, or intimidation
- Verbal abuse or derogatory language
- Exclusionary or demeaning behaviour
- Such actions will result in immediate review and possible removal from volunteer or participant roles. This applies to everyone involved at HCSA (board members, volunteers, players, family members, and other guests or support staff).

Conflict and Issue Resolution

Concerns related to equity, inclusion, or accessibility should be reported to an HCSA Board Member or Volunteer. All reports will be handled:

- **Promptly**
- **Confidentially**
- **With respect and fairness to all parties involved**

Support will be provided to address concerns, and appropriate actions will be taken to ensure a safe and inclusive environment is maintained.

Accessibility in Practice

HCSA is committed to removing barriers to participation by

- Providing adaptive equipment, and supports
- Selecting facilities that are physically accessible
- Welcoming feedback from participants and families to improve accessibility

Approved by Board, Nov 12, 2025