

ONTARIO VOLLEYBALL ASSOCIATION DIVERSITY, EQUITY AND INCLUSION POLICY

This is a Pan-Canadian Policy amended by the Ontario Volleyball Association.

Definitions

1. The following terms have these meanings in this Policy:
 - a) **Diversity** – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization;
 - b) **Equity** – fairness afforded to individuals with diverse personal characteristics;
 - c) **Inclusion** – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics;
 - c.1) **DEI** – collectively, Diversity, Equity, and Inclusion;
 - c.2) **Equity-deserving Groups** – women, children in low-income families, Indigenous peoples, seniors, people with disabilities, newcomers to Canada, members of the LGBTQI2S community, and Racialized Individuals;
 - d) **Individuals** – refers to all categories of members and/or registrants defined in the Bylaws of Volleyball Canada and in the Bylaws of OVA, as applicable, as well as all people employed by, contracted by, or engaged in activities with or on behalf of, Volleyball Canada or OVA including, but not limited to, employees, contractors, athletes, volleyball clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers;
 - e) **Organization** – Volleyball Canada and/or the Provincial/Territorial Associations;
 - f) **OVA** – Ontario Volleyball Association;
 - g) **Racialized** – persons who identify from a racial group other than Caucasian;

Purpose

2. Volleyball Canada and the OVA are committed to encouraging diversity, inclusion, equity and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Volleyball Canada and the OVA provides Equity-deserving Groups with an equitable range of opportunities to participate in the sport.

Scope and Application

3. This policy applies to all Individuals and sanctioned programs / events offered by any Organization.

Policy Statement

4. Volleyball Canada and the OVA are committed to encouraging DEI in their administration of policies, programs and activities.
5. The Ontario Volleyball Association maintains a zero-tolerance policy with respect to discrimination, as outlined in Section 10 of the OVA Code of Conduct and the OVA oppose all forms of discriminatory practices.
6. More specifically, Volleyball Canada and OVA will endeavour to design and implement policies, programs and activities that
 - a) support Inclusion and Equity for Equity-Deserving Groups;
 - b) remove barriers that persons from Equity-Deserving Groups may face in participating in Volleyball Canada and OVA's programs and activities;
 - c) promote the value of Diversity, and raise awareness of and understanding of DEI issues amongst Individuals;
 - d) have DEI as key considerations when developing, updating or delivering programs or policies;
 - e) strive for intentional Inclusion of persons from Equity-Deserving Groups in their workplace and on their boards and committees; and
 - f) monitor and review their DEI commitments on an annual basis.

Communications

7. Volleyball Canada and the OVA will identify those persons within their respective organizations who will be responsible for implementing this policy.

Review and Amendment

8. All significant amendments to this Policy will be submitted to Volleyball Canada or OVA for review by its ad hoc committee on policies.
9. This policy will be reviewed every three years. Any significant policy amendments will be approved by the Volleyball Canada and the OVA.

Approval

10. This policy was approved by the Ontario Volleyball Association and its Board of Directors on March 26, 2026.