



# ALDERGROVE

## YOUTH SOCCER CLUB

*Registered as the Aldergrove Soccer Society*

P.O. Box 582, Aldergrove, BC V4W 2V1

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## Diversity, Equity & Inclusion Policy

*Effective Date: 16-Feb-2026*

### *Introduction*

The Aldergrove Youth Soccer Club (AYSC) 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 (DEI) 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.

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*Our Goal is "Fitness & Fun"*



## ***Standards***

AYSC commits to annually self-assess our commitment to be a diverse, equitable and inclusive organization. We commit to considering the diversity of our members and soccer participants when developing policies, procedures, programs, and internal operations. We will consider making accommodations for individuals where doing so would support diversity, equity, and inclusion.

The club will work to encourage gender-balanced representation on the Board of Directors and all its committees and working groups.

We encourage members to submit feedback on AYSC's DEI efforts by emailing [info@aldergrovesoccer.com](mailto:info@aldergrovesoccer.com).

## ***Reporting Concerns***

Any concerns or complaints regarding discrimination, harassment, or any other violation of this policy should be reported to the Risk Management Officer at [riskmanagement@aldergrovesoccer.com](mailto:riskmanagement@aldergrovesoccer.com).

## ***Responsibility***

All members, volunteers, staff, and participants of AYSC are responsible for upholding the principles of this policy.

## ***BC Soccer Alignment***

**All AYSC policies align with BC Soccer's Bylaws, Rules & Regulations, and applicable Policies and procedures.**