



Lynn Valley Little League Policy: Equity, Diversity, and Inclusion

Approved: October 15, 2025 | Revised:

Our Commitment:

Lynn Valley Little League (LVLL) believes in fairness, respect, and dignity for all. We are committed to creating a welcoming environment where every player, volunteer, spectator, and community member feels valued. Our policies align with provincial and federal laws that protect people from discrimination and ensure equal opportunities for everyone.

Definitions:

- **Equity** – Ensuring fair treatment and eliminating barriers.
- **Diversity** – Recognizing and valuing differences in ability, race, gender, age, and more.
- **Inclusion** – Creating a space where all feel respected and can fully participate.
- **Discrimination** – Treating someone unfairly based on who they are.
- **Marginalization** – Excluding or pushing someone to the edges of society.
- **Oppression** – Using power to harm or limit others' rights.

Who This Policy Protects: We ensure fair treatment for all, regardless of:

- Indigenous identity
- Race or ethnicity
- Religion
- Ancestry or place of origin
- Marital or family status
- Physical disability
- Neurodiversity
- Sex, sexual orientation, gender identity, or expression
- Age

What We Do to Support Inclusion: LVLL is committed to:

- **Welcoming everyone** – Providing opportunities for all players, volunteers, and community members.
- **Setting clear expectations** – Defining respectful behaviour and preventing discrimination.
- **Handling complaints seriously** – Addressing concerns about discrimination or unfair treatment through consistent procedures.
- **Education and raising awareness** – Offering education and resources to celebrate diversity in our community, including education/awareness for all board members and all coaches on equity, diversity, and inclusion.
- **Board Member Position for Equity, Diversity, and Inclusion** – Ensure that a Board position is held by someone with lived experience or extensive knowledge in equity, diversity, and inclusion.



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Complaints will be handled with confidentiality, though serious cases may involve coaches, law enforcement, or community agencies. Retaliation against those who raise concerns will not be tolerated.

Who is Responsible?

- **Board of Directors:** Oversees the policy and ensures it is followed.
- **Coaches & Volunteers:** Model inclusive behavior and support participation.
- **Players & Families:** Expected to embrace and uphold these values.

Addressing Concerns & Consequences

When reviewing behaviour, LVLL considers:

- Severity and frequency of the issue;
- Age, maturity, and ability of those involved; and
- Need for accommodations for individuals with disabilities.

As players mature, they are expected to take more responsibility for their actions. Consequences for unacceptable behaviour will reflect the situation.

Aligning with Laws & Values

This policy follows the principles of:

- [Canadian Charter of Rights and Freedoms](#)
- [Canadian Human Rights Act](#)
- [BC Human Rights Code](#)

The policy will be reviewed every two years or sooner if needed.

By embracing equity, diversity, and inclusion, LVLL aims to create a safe, respectful, and welcoming community for all!

Translation Options: To view this policy in another language, please use the translation tools available in your email provider (e.g., Microsoft Outlook, Gmail).