

Equity, Diversity, Inclusion and Accessibility (EDIA) Policy

Purpose

1. Esport Canada is committed to fostering safe, inclusive, and equitable environments that embrace diversity and ensure accessibility for all participants, including players, coaches, officials, administrators, volunteers, and spectators. This policy outlines our commitment to advancing equity, diversity, inclusion, and accessibility in all aspects of Esport Canada's operations and programming.
2. The purpose of this policy is to ensure that Esport Canada provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.
3. Esport Canada fully supports and is continuously working toward enhancing and ensuring that equitable programming and opportunities to all Esport Canada Organizational Participants are provided, regardless of factors such as age, national or ethnic origin, Indigenous identity, race and colour of skin, religion, sex, sexual orientation, gender identity or expression, abilities, socioeconomic background, and language.

Application

4. This policy applies to all individuals participating in or affiliated with Esport Canada, including but not limited to:
 - a) Players and Spectators
 - b) Coaches, managers, officials, and administrators
 - c) Tournament organizers and referees
 - d) Board of Directors
 - e) Officers, staff, volunteers, and contractors
 - f) Members and other applicable registered entities
 - g) Advisors and committees
 - h) Any individual acting on behalf of Esport Canada

This policy applies in all contexts related to Esport Canada, including but not limited to competitions, training, meetings, communications, events, and on social media. This policy applies both in online and offline environments.

General

5. Esport Canada will:
 - a) provide this policy to all Organizational Participants and provide education on the importance of EDIA and what this entails in terms of practices, policies, procedures, and norms of behaviour;

- b) provide registration forms and other documents that allow:
 - i. the Organizational Participant to indicate their gender identity and expression, rather than their sex or gender;
 - ii. the Organizational Participant to abstain from indicating a gender identity with no consequence to the individual;
 - iii. the Organizational Participant to indicate their pronoun(s); and
 - iv. the Organizational Participant to indicate their preferred name.
- c) maintain organizational documents and Esport Canada's website in a manner that promotes inclusive language and images;
- d) embed EDIA principles into governance, programming, policies, and communications;
- e) refer to Organizational Participants by their preferred name and their pronoun(s);
- f) work with Under-Represented Groups on the implementation, monitoring and/or modification of this policy;
- g) when Esport Canada has the authority to determine Organizational Participants' use of washrooms, change rooms, and other facilities, Esport Canada will permit individuals to use the facilities of their gender identity;
- h) ensure uniforms and dress codes that respect an Organizational Participant's gender identity and gender expression;
- i) support inclusion, equity, and access for Under-Represented Groups; and
- j) exercise influence with external agencies to encourage equity.

Programming

- 6. Esport Canada is committed to creating and supporting programs that address EDIA in sport. For example, Esport Canada will:
 - a) ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Esport Canada's programs and policies;
 - b) ensure that Organizational Participants from Under-Represented Groups have no barriers to participation in Esport Canada's programs, training, and coaching opportunities;

- c) create and support new programming that specifically addresses EDIA;
- d) monitor and evaluate the success of its EDIA programming;
- e) fund programs and services equitably;
- f) encourage Under-Represented Groups to act as role models for young Organizational Participants;
- g) create opportunities to advance the number and levels of women in coaching; and
- h) when planning educational sessions, consider a balance of presenters from all gender identities.

Staff, Board of Directors, Committees

7. Esport Canada will:

- a) strive to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision-influencing bodies, and in seeking nominations for and appointments to the Board;
- b) include gender equity as a stated value that is accepted and promoted on nominating and selection committees;
- c) ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making;
- d) develop, update, and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted, and supported; and
- e) deal with any incidence of discriminatory behaviour according to Esport Canada's *Code*.

Media Relations

8. Esport Canada will:

- a) strive to ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications;
- b) produce all written and visual materials in a gender-inclusive manner;
- c) develop a communication plan that strives to give media visibility to

Under-Represented Groups; and

- d) use gender-appropriate or gender-neutral language and positive, active visuals in all publications, graphics, videos, posters and on websites.

Human Resource Management

- 9. As part of its commitment to the use of equitable human resource management practices, Esport Canada will:
 - a) adopt, when possible, work practices such as flex-time, job-sharing, and home-based offices;
 - b) provide a physically accessible workplace environment;
 - c) use non-discriminatory interview techniques;
 - d) provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration;
 - e) publicly declare Esport Canada to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees; and
 - f) when appropriate, make available access to Employee Assistance counselling.

Ongoing Commitment to EDIA

- 10. Esport Canada resolves to continue to incorporate equity, diversity, inclusion and accessibility matters in its strategies, plans, actions, and operations including technical programs, business management, sponsorship, marketing, media, and communications. In doing so, Esport Canada commits to:
 - a) Embedding EDIA principles into governance, programming, policies, and communications
 - b) Consulting and engaging underrepresented and marginalized communities in decision-making
 - c) Ensuring diverse representation in leadership and decision-making bodies
- 11. Through its commitment to EDIA, Esport Canada also promotes inclusive participation. To do so, Esport Canada will:
 - a) Actively promote equitable access to programs and resources

- b) Create safe and affirming spaces for individuals of all identities, including but not limited to race, ethnicity, Indigeneity, gender identity, gender expression, sexual orientation, age, language, disability, socio-economic status, and religion; and
- c) Ensure that all communications, events, and materials are accessible, including the use of plain language, closed captioning, and accessible formats where feasible

Eligibility Guidelines

- 12. An individual may participate in their expressed and identified gender category at all levels of play.
- 13. Organizational Participants are not required to disclose their gender identity or history to Esport Canada or any of Esport Canada's representatives (e.g., coaches, staff, Directors, officials, etc.).
- 14. All athletes must be aware that they may be subject to doping control testing pursuant to the CADP. Trans athletes undergoing gender reassignment are encouraged to contact the Sport Integrity Canada (SIC) to determine what procedures, if any, are required to obtain a Therapeutic Use Exemption (TUE).

Confidentiality

- 15. Esport Canada will not disclose to outside parties any documentation or information about an Organizational Participant's gender identity and expression; an Organizational Participants' privacy and confidentiality will be respected.

Resolving Gender Identity and Expression Issues

- 16. Esport Canada has zero tolerance for discrimination, harassment, or abuse of any kind. Should an individual feel they have been subject to, or witness, discrimination, bullying, harassment, sexual harassment, vilification or victimization based on gender identity or expression, they should take appropriate action through Esport Canada's Discipline and Complaints Policy. Should the person not feel safe in doing so, they should seek assistance from the President and Secretary of Esport Canada for advice and support, or action on their behalf.
- 17. Any decision rendered by Esport Canada in accordance with this Policy may be appealed in accordance with Esport Canada's Appeal Policy.

Evaluation

- 18. Esport Canada will continually monitor and evaluate its equity, diversity, inclusion and accessibility progress. This includes, but is not limited to:

- a) Conducting regular reviews of policies and practices to identify and address systemic inequities;
- b) Establishing mechanisms to evaluate progress and report on EDIA outcomes annually;
- c) Designating a lead (e.g., EDIA Officer or committee) responsible for implementation and oversight;
- d) Including EDIA metrics in strategic planning, recruitment, and funding decisions;
- e) Providing ongoing EDIA training and education to staff, volunteers, and participants;
- f) Promoting cultural competency and anti-discrimination education across the organization; and
- g) Encouraging learning environments that support growth, reflection, and dialogue