

Inclusivity & Equity Policy

PSA Canada is committed to creating and maintaining a sport environment that is welcoming, inclusive, and equitable for all participants regardless of background, identity, or ability. This policy outlines the Academy's commitment to diversity, equity, and inclusion across all programs and operations.

1. Policy Statement & Purpose

The purpose of this policy is to ensure that every individual involved with PSA Canada feels safe, valued, and respected. The Academy believes in the power of diversity and is committed to eliminating all forms of discrimination and bias.

2. Core Principles of Inclusion

PSA Canada fosters a culture of inclusion by:

- Promoting respect for all individuals
- Supporting equal access to opportunities
- Valuing the contributions of all participants

3. Non-Discrimination Commitment

PSA Canada prohibits discrimination based on race, ethnicity, gender, gender identity, sexual orientation, religion, nationality, language, socioeconomic status, disability, or any other personal characteristic.

4. Respecting Cultural & Religious Diversity

The Academy will make reasonable efforts to accommodate cultural and religious practices (e.g., dress code, prayer needs, holidays) while ensuring safety and integrity of the sport environment.

5. Gender Equity & Participation

PSA Canada is committed to equitable treatment and opportunity for all genders. All players will have fair access to programs, coaching, and leadership roles without bias or preference.

6. Accessibility & Accommodation

The Academy will work to accommodate individuals with disabilities to the extent possible, including accessible venues, modified training if needed, and open communication with families to support inclusion.



7. Anti-Bullying & Zero Tolerance

Any form of bullying, harassment, or exclusion based on identity or background will not be tolerated. All incidents will be addressed promptly according to the Discipline Policy.

8. Training & Awareness for Staff

All PSA Canada staff and coaches will be educated on inclusive practices and expectations through regular meetings, policy orientation, and resource sharing.

9. Reporting & Response Procedures

Concerns or incidents relating to discrimination or exclusion can be reported to the Technical Director or President. Reports will be treated seriously, investigated confidentially, and responded to respectfully.

10. Review and Accountability

This policy will be reviewed annually by the Board of Directors to ensure alignment with best practices and evolving community needs. All members share responsibility in upholding inclusivity at PSA Canada.

