

Equity, Diversity and Inclusion Policy

of the Coast Sirens Artistic Swimming Club

Policy Number	EDI-001
Version	1.0
Adopted by	Board Resolution
Adoption date	May 14 th , 2026
Review cycle	Annually, and whenever CAS, BCAS, or viaSport update upstream policy
Owner	Board of Directors

1. Purpose

Coast Sirens Artistic Swimming Club (the “Society” or “CSAS”) is committed to equity, diversity, and inclusion (EDI) in all aspects of its operations, programs, and culture. This Policy sets out how the Society advances EDI in alignment with the Canada Artistic Swimming Equity, Diversity and Inclusion Policy and the values of the broader BC and Canadian sport community.

2. Adoption by Reference

The Society hereby adopts, as if set out in full in the governance of the Society, the following documents, as amended or replaced from time to time by the authoring bodies:

- Canada Artistic Swimming Equity, Diversity and Inclusion Policy.
- BC Artistic Swimming Equity, Diversity & Inclusion commitments published on the BCAS Safe Sport pages.
- True Sport Principles and the viaSport BC Equity in Sport framework.

In the event of any inconsistency between this Policy and a document adopted by reference, the adopted document prevails to the extent of the inconsistency.

3. Scope

This Policy applies to all aspects of the Society’s operations, including programming, athlete and coach recruitment, hiring, governance, communications, sponsorship, partnerships, and member and Parent experience. It applies to all Participants as defined in the Safe Sport Policy (SSP-001).

4. Commitments

The Society commits to the following:

- Programming will be accessible to participants regardless of age, race, ancestry, place of origin, religion, citizenship, sex, sexual orientation, gender identity or expression, marital or family status, ability or disability, socio-economic status, or any other ground protected under the BC Human Rights Code.
- The Society will maintain at least one structured pathway (fee assistance, subsidy, payment plan, or fundraising-supported placement) for participants for whom standard fees are a barrier to access.
- The Society will provide an Adaptive program (or, where one is not viable, partner with another BCAS club to provide a pathway) and will register Adaptive athletes in the appropriate Adaptive category in RAMP.

- Recruitment, selection, and promotion of coaches, Directors, officers, and volunteers will be conducted on the basis of qualifications and fit for the role, without discrimination.
- The Society's communications, imagery, and public materials will reflect the diversity of the community we serve and the sport we promote.

5. EDI Lead

The Board will designate, by Board Resolution, an EDI Lead. The EDI Lead may be the Safe Sport Contact or a separate Director. The EDI Lead is responsible for monitoring EDI implementation, championing EDI in Board discussions, identifying gaps, and reporting to the Board at least annually.

6. Education

All Directors, officers, and coaches will complete an introductory EDI module recognized by BCAS, CAS, or viaSport within six (6) months of taking office or starting in role. Refresher training will be made available annually.

7. Reporting Concerns

EDI-related concerns (including discrimination, harassment, or barriers to participation) may be raised through any of the pathways listed in the Safe Sport Policy (SSP-001), Section 5, including the Safe Sport Contact and BCAS. Concerns alleging maltreatment within the meaning of the UCCMS will be handled through the Discipline and Complaints Policy.

8. Accommodation

The Society will provide reasonable accommodation, on request, to support participation by individuals with disabilities, religious-observance requirements, family-status requirements, or other protected needs. Requests for accommodation are received by the EDI Lead or the President.

9. Review

This Policy will be reviewed by the Board at least annually, and immediately upon notification that CAS, BCAS, or viaSport has updated the upstream EDI framework.