

Academy Athletics

Inclusion and Diversity Policy ^{v.2}

May 2026

Date	Version	Amendments	Name
26.05.26	V2.0	Reviewed	C. Justice

Inclusion and Diversity Policy

Introduction:

Academy Athletics is committed to promoting inclusion and diversity in all its operations. We believe that everyone should be able to participate in sports regardless of their race, gender, religion, age, or sexual orientation. Moreover, we strive to create an environment where everyone feels welcome, safe, and respected.

Purpose:

This policy aims to outline our commitment to fostering a culture of inclusion and diversity at our sports facility. It serves as a guide for all employees, volunteers, and clients who are expected to abide by this policy.

Policy:

1. Inclusion:

We believe that everyone has the right to access our sports facility and services. We pledge to ensure that our facility is inclusive to everyone regardless of their race, gender, religion, age, or sexual orientation. We will provide reasonable accommodations for individuals with disabilities to ensure that they can access our facilities and participate in sports.

2. Diversity:

We celebrate diversity in all its forms. We acknowledge that people come from different backgrounds and have their unique experiences. We will ensure that our facility offers services and programs that are reflective of the diverse communities that we serve. We will strive to promote diversity in our workforce and ensure that every employee is treated with respect and dignity.

3. Training and Education:

We will provide training and education to our staff and volunteers to promote a deeper understanding of diversity and inclusion. This training will tackle issues such as unconscious bias, microaggressions, and cultural sensitivity. We will also conduct regular assessments to identify areas where we can improve our services and policies.

4. Complaints and Grievances:

We recognize that discrimination and harassment can occur. We will provide mechanisms for reporting complaints and grievances related to discrimination or harassment. These

complaints will be taken seriously and handled in a timely and professional manner. We will strive to maintain confidentiality and protect the privacy of those who report incidents of discrimination or harassment.

5. Enforcement:

We view compliance with this policy as a condition of employment or participation in our facility. We will take appropriate disciplinary action against any employee, volunteer, or client who violates this policy. This may include suspension, termination, or revocation of membership.

Conclusion:

We believe that this policy serves as a commitment to our employees, volunteers, and clients that our sports facility is inclusive and welcoming. We will strive to create a culture of inclusion and diversity that promotes respect, encourages learning, and fosters a sense of community.

We will review and evaluate this policy on an ongoing basis to ensure that it remains relevant and effective.