

## **2018-2019 Aardwolf Diversity and Inclusion Policy**

Aardwolf Club Volleyball values the principles of diversity and inclusion and we seek to encourage all coaches, volunteers, officials, players, parents and spectators to embrace the following principles intended to promote diversity as a matter of fairness and effectiveness in our community and volleyball program.

1. Mutual Respect - we fundamentally value and respect experiences that are different from our own.
2. Leadership - Exercising visible leadership by encouraging others to join, publicly promoting the benefits of diversity, and identifying new strategies that lead to greater effectiveness.
3. Peer Support - Building peer networks to help individuals acclimate within their teams and the club as a whole.
4. Coordination - Supporting more integrated and coordinated planning, investment, and action to expand the clubs overall capacity for change.

Inclusive sport ensures that everyone is treated equally and fairly. ACV strives to create an environment that is free from discrimination or exclusion (based on race, religion, gender identity, sexual orientation or other personal attributes), bullying (verbal, physical or cyber), harassment, inappropriate conduct of all types, and hazing. These activities will not be tolerated within our club and do not support our philosophy and mission.

ACV encourages all participants in our programs to display these values both on and off the court. Our focus is on the athletes, coaches, officials and parents' skill sets, work ethic and competitive spirit.