



**Fédération Canadienne de Handball Olympique  
Canadian Team Handball Federation**

[www.handballcanada.ca](http://www.handballcanada.ca)

**Policy: Equity, Diversity and Inclusion (EDI)**



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## **1.0 Introduction**

Sport is much more than just a physical activity; it embodies the fundamental values of society, such as fairness, diversity and inclusion. In a country as vast and diverse as ours, it's imperative that the sports sector reflects the richness of our differences, and is firmly committed to promoting equality, ethnic diversity and social inclusion.

Through this policy, we aspire to create a sporting environment where every individual, regardless of gender, ethnic origin, sexual orientation or ability, feels fully represented, respected and supported, both on and off the pitch.

## **2.0 Background**

In Canada, sport is deeply rooted in society, playing a crucial role both socially and culturally. However, despite the progress made over the years, persistent disparities in terms of equity, diversity and inclusion continue to exist in this field. Historically, women, people from ethnic minorities, people with disabilities and other marginalized groups have often been under-represented, under-funded and faced systemic barriers in their participation and access to opportunities in sport.

Despite the many successes of Canadian athletes, much remains to be done to ensure that all Canadians, regardless of ethnicity, identity or ability, have equal opportunities to engage in and fully benefit from sport. Equity, diversity and inclusion are fundamental values that must be promoted at all levels of the sport system, from grassroots to professional and international levels.

The Canadian Team Handball Federation (Handball Canada) is the governing body for the sport of handball in Canada and is duly recognized by the Government of Canada as the only national governing body for the sport.

In the event of any discrepancy between the English and French versions of the documents, the English version shall prevail.

## **3.0 Scope and application**

This Policy applies to all persons involved with Handball Canada, including but not limited to staff, board members, volunteers, athletes, coaches and officials.



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## **4.0 Definitions**

"Diversity" - the presence and inclusion of a variety of people with different personal characteristics, particularly underrepresented groups within a group or organization.

"Equity" - fairness accorded to people with diverse personal characteristics, regardless of those characteristics.

"Inclusion" - acceptance of people with diverse personal characteristics into a group or organization, regardless of those characteristics.

"Underrepresented groups" - Underrepresented groups include women, children from low-income families, Aboriginal people, seniors, people with disabilities, newcomers to Canada and members of the 2SLGBTQI+ community.

## **5.0 Provisions**

1. Handball Canada prohibits discriminatory practices.
2. Handball Canada supports inclusion and access for all participants, including those considered to be part of an under-represented group.
3. Handball Canada will strive to increase opportunities for participation in Handball Canada leadership and programs by:
  - a) Supporting inclusion, access, equity and diversity for under-represented groups;
  - b) Ensure that the realization of equitable opportunities is a primary consideration when developing, updating or delivering Handball Canada programs and policies;
  - c) Committed to reducing barriers to participation in Handball Canada programs, training and coaching opportunities;



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- d) Dealing with any incidence of discriminatory behaviour in accordance with Handball Canada's Code of Conduct and Ethics and Discipline and Complaints Policy.
4. Handball Canada will integrate the principles of equity into all of the organization's strategies, plans and actions, including its technical programs, operations, business management, sponsorships, promotion, media and communications.

## **6.0 Commitment**

Handball Canada is committed to promoting equity, diversity, and inclusion in all aspects of sport, including athlete participation, coaching and athlete development, leadership and sport governance, as well as representation in sport media and marketing campaigns.

We firmly believe that respect for everybody is fundamental to creating a healthy and inclusive sporting environment for all.

Handball Canada is committed to :

- a) Combating stereotypes and gender-based discrimination;
- b) Raise awareness of the importance of diversity and its benefits for society among members, athletes, referees and any other stakeholder collaborating with Handball Canada;
- c) To encourage the active participation of people from walks of life in sport in Canada;
- d) Ensuring equitable access to resources and opportunities for all, regardless of race, ethnicity, nationality, class, caste, religion, belief, sex, or gender.

## **7.0 Measures in place**

To be proactive, Handball Canada has put in place simple and clear measures to ensure that equity, diversity, and inclusion are respected within the organization:



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**a) Education and Awareness**

Organize awareness-raising campaigns and training for the organization's various stakeholders to promote respect and understanding of our diverse membership.

**b) Fighting discrimination**

Throughout this policy, Handball Canada has taken concrete action to prohibit all forms of discrimination.

Handball Canada's goal is to strengthen mechanisms for protecting the rights of transgender, non-binary and intersex people.

Handball Canada implements awareness programs for various stakeholders inside and outside the organization to promote equality in the workplace.

**c) Representation and Participation**

Handball Canada promotes the balanced participation of women, men and non-binary people in political, economic and social decision-making bodies.

Handball Canada is committed to supporting initiatives that increase the equity, visibility and voice of all people in sport.

Handball Canada guarantees access to services tailored to the needs of underserved groups.

**d) Monitoring & Evaluation**

Handball Canada is committed to regularly monitoring the progress made in implementing this policy. Regular consultations will be held with various sports organizations as well as women's and traditionally underserved minority rights groups.

Inclusion in sport is imperative and necessary in order to promote and/or be part of a sports team. Diversity is enriching, and by adopting a structured policy, we can help maintain inclusiveness through solutions such as:



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#### **e) Raising awareness**

Develop awareness programs on inclusion for athletes, coaches, administrators and anyone else involved in the organization.

Integrate modules on diversity into training programs for coaches and sports officials.

Organize workshops and seminars to discuss the challenges and best practices of inclusion in sport.

#### **f) Policies and Guidelines**

Develop clear inclusion policies and guidelines for Handball Canada, including measures against discrimination and harassment.

Introduce representation from under-represented groups in sport's decision-making bodies, including boards and committees.

Review and revise existing policies to ensure they actively promote inclusion and equal opportunities.

#### **g) Accessibility**

Invest in accessible sports infrastructure, including adapted facilities and specific programs for people with disabilities (Para athletes).

Promote initiatives to play sports more accessible to marginalized communities, including aboriginal populations, people with disabilities and newcomers.

#### **h) Representation and Visibility**

Encourage balanced media coverage of handball, highlighting the performances and success stories of athletes of all abilities and genders.

Support awareness-raising campaigns to combat stereotypes and promote diversity in handball.

Recognize the achievements of athletes, coaches and administrators of all kinds at national events.



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### **i) Assessment and monitoring**

Establish monitoring and evaluation mechanisms to measure progress towards inclusion in handball.

Collect demographic data to analyze participation and representation in different sports and levels of competition.

Carry out regular evaluations of the effectiveness of inclusion policies and programs, in consultation with stakeholders and taking account of feedback.

## **8.0 Athlete development**

Handball Canada is committed to promoting the equitable participation of athletes from all backgrounds in our talent development programs. This includes proactive identification of talent in under-represented communities, equitable access to sports resources and facilities, and support for athletes in need of assistance.

Handball Canada ensures that its athlete development programs integrate the principles of diversity and offer equal opportunities for all.

## **9.0 In sport**

Respect in sport is essential to ensure that all individuals feel valued, respected and safe when participating in sporting activities. This policy aims to promote an inclusive sporting environment where stereotypes are challenged, diversity is celebrated and all forms of discrimination are strongly condemned.

Diversity is a fundamental element of any society. Handball Canada recognizes the importance of this diversity and is committed to promoting equality, combating discrimination and creating an environment where everyone, regardless of race, ethnicity, nationality, class, caste, religion, belief, sex, or gender can reach their full potential.

This policy aims to establish guidelines and concrete measures to promote diversity in all aspects of society.





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## **10.0 Principles**

We adopt the following principles to guide our efforts to respect all people in sport:

- a) **Equal opportunities:** Handball Canada provides equal opportunities for participation and development for all individuals, by removing barriers that may limit their access to sport.
- b) **Non-discrimination:** Handball Canada strongly condemns all forms of discrimination, including but not limited to discrimination based on racial, religious, belief, class, gender identity, gender expression, sexual orientation, and gender stereotyping.
- c) **Awareness and education:** Handball Canada raises awareness of discrimination and harassment issues among members and participants, encouraging and promoting a culture of mutual respect and inclusion.
- d) **Harassment prevention:** Handball Canada has policies and procedures in place to prevent harassment, including sexual harassment, and to deal promptly and effectively with any complaints of harassment.
- e) **Inclusive leadership:** Handball Canada encourages the equitable representation of women and men in leadership and decision-making positions in sport, recognizing the value of diverse perspectives.

## **11.0 Promotion**

We promote diversity and inclusion in all aspects of our sports organization, recognizing diversity and creating an environment where everyone feels respected and valued. We encourage the participation of women and men in all sports and are committed to removing barriers to the participation of people of all walks of life.

Equity in Canadian Handball refers to the promotion of equal opportunity, balanced representation and fair treatment for all individuals in all facets of sport participation.

Handball Canada is committed to promoting diversity in all aspects of sport, including athlete participation, coaching and athlete development, leadership and sport governance, as well as representation in media and marketing campaigns.



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Handball Canada recognizes that this requires a concerted and ongoing effort on the part of all sport stakeholders.

## **12.0 Governance**

Handball Canada is committed to ensuring diversity in leadership and decision-making positions. This includes promoting ethnic, cultural, gender and other forms of diversity on boards, committees and management teams throughout the organization. We will also encourage training and mentoring to support the development of leaders from diverse backgrounds.

## **13.0 Objectives**

Promote the inclusion of all Canadians in all aspects of sport, including participation and governance.

Eliminate cultural and social barriers to the participation and representation of under-represented groups in sport.

Raise awareness of inclusion issues among sport stakeholders and provide resources to foster an inclusive environment.

Establish clear standards and policies to ensure equity and inclusion at all levels of Canadian sport.

Encourage research and data collection on inclusion issues in sport to inform policy and practice.

## **14.0 Raising awareness**

Handball Canada will regularly communicate the progress of our efforts to promote diversity in sport, highlighting successes, challenges and future initiatives. Handball Canada also encourages participation and feedback from athletes, coaches, referees and external stakeholders to keep them informed of our ongoing evolution.



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## **15.0 Training and awareness-raising**

Handball Canada provides equity, diversity, and inclusion training to all members of our sports organization, including athletes, coaches, officials, administrators and volunteers. This training includes raising awareness of gender issues, preventing harassment, and promoting respectful and inclusive behavior on and off the pitch.

Handball Canada believes that an effective training program is the cornerstone for the realization of this policy and equity in sport. Efforts will be made to increase awareness and understanding of the importance of equity and inclusion within Handball.

## **16.0 Actions and interventions**

Handball Canada will ensure that equity and diversity are key considerations when developing, updating or implementing policies, governance, programs, projects and services.

Handball Canada will ensure that all participants, internal and external, have equal opportunity to participate, compete, coach, officiate, administer, organize and lead in a fair and impartial environment.

Handball Canada shall proactively work with provincial/national members to identify and eliminate barriers faced by all Canadians in the sport of handball.

## **17.0 Review and approval**

Version 2.0 of this policy was revised and approved by the CTHF on November 07, 2024.