



Mile Zero Ultimate

Draft Inclusion Policy

(adapted from TUC)

Introduction and Purpose

1. Mile Zero Ultimate (MZU) operates under an Inclusivity Policy which governs all leagues and events. MZU is committed to implementing this policy in a fair and equitable manner.
2. The aim of this policy is to create an environment in which all members feel welcome, respected, and able to fully participate in our events and leagues. It sets out our collective commitment to the principles of equality, diversity, inclusion, and SOTG which we place at the heart of everything we do.
3. We are aware that certain social structures may serve to disadvantage particular groups (including but not limited to Black, Indigenous, people of colour, women, the LGBT+ community, and people with disabilities) and therefore this policy aims to remedy that imbalance by actively challenging oppressive and discriminatory behaviour.
4. We expect our members to always act as ambassadors of the sport of Ultimate and act accordingly.
5. MZU complies with the [Human Rights Code of Canada](#) and this policy exists as a MZU specific extension to the Human Rights Code of Canada.

Zero Tolerance

1. To ensure this environment is maintained we operate a Zero-Tolerance approach to the following behaviours towards any members, participants, and towards the general public.
 - a. Harassment, defined as comment, conduct, or gesture directed towards an individual or group of individuals, which is known or ought reasonably to be known as insulting, vexatious, intimidating, humiliating, malicious, degrading, or offensive. (For complete definition, please see MZU Harassment Policy).
 - b. Abuse, covering verbal, emotional, psychological, and physical abuse, including sexual assault, which results in an individual or group feel intimidated or unsafe.
 - c. Violence, defined as any act of intentional harm, intimidation or aggression, including threats of harm.
 - d. Discrimination, including verbal and physical expressions of discrimination, based on any of the following characteristics:
 - i. Race

- ii. National or ethnic origin
- iii. Religion
- iv. Age
- v. Sex
- vi. Marital status
- vii. Disability
- viii. A conviction for which a pardon has been granted or a record suspended
- ix. Sexual orientation
- x. Gender identity
- xi. Gender expression
- xii. Colour
- xiii. Family status
- xiv. Genetic characteristics
- xv. Mental health status

Actions for Inclusion

1. All members and participants are accountable for their own conduct and must refrain from any of the behaviours listed above. We would also encourage everyone to:
 - a. Be aware of the connotations of their language.
 - b. Avoid making assumptions about another person's gender, pronouns, sexuality, disability, ethnic identity, or life experiences.
 - c. Be prepared to challenge harassment and discrimination if they are witness to an incident, and where appropriate to report it.
 - d. Be open if challenged on their own behaviour, and to learn from the experience.
 - e. Be respectful of another's physical and emotional boundaries.

Application

1. This policy applies to any person approved for membership as defined in the MZU By-Laws.
2. For the purposes of this policy, sport and/or workplace harassment can occur in, but is not limited to, the following places:
 - a. at MZU sporting leagues, tournaments, training sessions, and clinics or workshops;
 - b. at MZU-related social functions;
 - c. at the business functions of MZU, such as meetings, conferences, training sessions and workshops;
 - d. through any form of MZU related communication device/system including but not limited to email, websites, social media;
 - e. any formal or informal location where the harassment of a person is a result of their sport-related involvement.

Breaches of the Policy

1. We actively encourage the reporting of incidents that constitute a breach of the Inclusivity Policy. It is the collective responsibility of all to uphold good conduct and challenge others' unacceptable behaviour when personal safety is not at risk. We do not encourage individuals to respond when doing so could put their safety in jeopardy (eg breaking up a fight). If you experience or witness an incident which you believe is in breach of the Inclusivity Policy you can report it through either:
 - a. Incident Reporting Form accessible by captains when submitting game scores.
 - b. Inclusivity Incident Reporting Form which can be accessed here.
 - c. Directly to hi@milezeroultimate.com.
2. At such times that the policy is breached, MZU will follow the discipline and appeals procedure as outlined in the Discipline Policy and Harassment Policy.