



BVHS Inclusion, Respect, and Accommodation Policy



The Bow Valley Hockey Society is committed to creating a safe, welcoming, inclusive, and respectful hockey community for all participants, families, coaches, volunteers, officials, members, and supporters.

BVHS believes that everyone should have the opportunity to participate in hockey in an environment where they feel valued, included, and treated with dignity. We welcome individuals of all abilities, backgrounds, cultures, identities, and lived experiences.

BVHS recognizes and respects applicable human rights legislation, including the [Alberta Human Rights Act](#) and, where applicable, federal human rights principles and the [Canadian Human Rights Act](#). These laws protect individuals from discrimination based on protected grounds, including physical disability, mental disability, race, colour, ancestry, place of origin, religious beliefs, gender, gender identity, gender expression, sexual orientation, age, family status, marital status, source of income, and other personal characteristics protected by law.

BVHS does not support discrimination, harassment, bullying, maltreatment, or exclusion in any form. We are committed to creating an environment where all individuals feel safe, respected, and able to participate fully and meaningfully.

BVHS recognizes that some individuals may experience barriers to participation. These barriers may be connected to disability, health, learning needs, religious beliefs, gender-related needs, family circumstances, or other protected grounds. Some needs may be visible, while others may not be.

When barriers to participation arise, BVHS will work respectfully and collaboratively with individuals, families, team officials, and appropriate supports to consider reasonable accommodation options whenever possible.

As a community service provider, BVHS acknowledges its duty to reasonably accommodate individuals where a need is connected to a protected ground under applicable human rights legislation, provided the accommodation does not create undue hardship.

Accommodation requests will be handled respectfully, carefully, and confidentially. BVHS will only request information that is reasonably necessary to understand the accommodation need, consider available options, and support safe and meaningful participation.

BVHS will apply this policy together with the Bow Valley Hockey Society Code of Conduct and applicable [Hockey Alberta](#), Hockey Canada, and safe sport policies, including policies related to conduct, discipline, maltreatment, bullying, harassment, dressing rooms, complaints, and reporting.



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When discipline-related matters arise, BVHS will consider individual circumstances and accommodation needs where appropriate. However, all participants, families, coaches, volunteers, officials, and members are expected to follow the Bow Valley Hockey Society Code of Conduct and uphold the standards of safety, respect, accountability, and positive behaviour required within the organization.

Inclusion and accommodation do not remove the importance of personal responsibility, team expectations, safety, or respectful conduct. Accommodation does not excuse bullying, harassment, discrimination, threats, violence, maltreatment, or unsafe behaviour.

Instead, accommodation helps ensure that expectations are applied fairly, respectfully, and consistently while supporting meaningful participation.

BVHS will make reasonable efforts to protect privacy and confidentiality. Information related to an accommodation request, concern, or complaint will only be shared with those who need to know in order to assess, support, or manage the matter.

BVHS does not permit retaliation against any person who raises a concern, requests accommodation, participates in a complaint process, or supports another person.

BVHS is committed to building a hockey community where belonging, respect, fairness, dignity, accountability, safety, and inclusion are reflected both on and off the ice.