

Diversity, Inclusivity and Equity policy

I. Introduction

Cheersport Netherlands (CSN) recognizes that diverse participation strengthens our sport and equality and freedom from discrimination are fundamental human rights. CSN is dedicated to working towards inclusive environments and opportunities for all across the country. We are therefore committed to reducing risk, eliminating barriers and creating a safe, welcoming and professional environment for all, regardless of actual or perceived race, national or ethnic origin, colour, religion, age, language, gender, sex, sexual orientation, family or marital status, socioeconomic status, employment status, religious beliefs, political beliefs, gender identity and expression, and/or physical or mental ability.

We acknowledge the existence of diverse categories in the sport of cheer which we believe create a place for all notwithstanding their individual uniqueness. We encourage all of our members to filter their policies and decisions through a lens of diversity, inclusivity and equity, to ensure that our sport provides its actors with equitable access and opportunity.

II. Commitments

CSN is committed to ensure best practices are maintained to ensure diversity, inclusivity and equity for all individuals involved in the sport.

A. Non-discrimination

We will work to ensure that there is no discrimination on grounds of actual or perceived race, national or ethnic origin, colour, religion, age, language, gender, sex, sexual orientation, family or marital status, socioeconomic status, employment status, religious beliefs, political beliefs, gender identity and expression, and/or physical or mental ability, where any of these cannot be shown to be a requirement of the job or position concerned.

People will be treated with dignity and respect therefore, the following non exhaustive list of behaviour are not acceptable:

- Attacks on individuals or groups on any grounds, colour, sex, disability, etc.
- Discriminatory name calling, insulting remarks, jokes or threats.
- Encouraging other people to harass or discriminate against another individual or group.
- The publishing of discriminating or offensive materials/literature which may cause offence.
- Any type of harassment, bullying, or discrimination

B. Accessibility

CSN aims to give equal opportunities for all and as such is committed to make the sports accessible to all by:

- Ensuring that all facilities, events, and activities are accessible to individuals with physical or mental disabilities.
- Providing accommodations, such as interpreters, wheelchair access, or alternative formats for communication, to meet diverse needs.
- Actively working to identify and eliminate barriers to participation in all aspects of the sport.
- Encourage diverse representation within leadership roles, including boards, committees, and coaching positions.
- Promote open and, or anonymous communication channels to maintain a safe environment.

C. Protection of Privacy

We recognize that privacy and confidentiality are essential in fostering an inclusive and respectful environment. Any personal information shared with CSN will not be disclosed to third parties or the wider public without explicit consent from the individual.

All forms of self-identification, including but not limited to the categories listed under the policy statement, are private and shall not be requested unnecessarily nor shared without explicit consent.

- If gender identification is necessary, individuals must be allowed to self-identify and provide their preferred pronouns.
- No individuals shall be requested in the Netherlands to prove their gender identity.
- For competing athletes, the following guideline applies:
 - In cases of uncertainty, individuals may register in the Coed category, which is inclusive of all genders.

D. Education

CSN is committed to provide equal educational opportunities to coaches, gym owners, athletes, and the wider community to promote the implementation of diversity, inclusivity and equity. We believe that education is primordial to uphold the commitment of this policy. We aim to provide the necessary knowledge through, but not limited to:

- Providing workshops, seminars, and resources on diversity, inclusivity, and equity.
- Educating coaches, officials, and staff on maintaining respectful and inclusive environments.
- Training stakeholders on how to identify, prevent, and address discrimination and harassment in their teams and facilities.
- Educating stakeholders on the eligibility requirements for transgender and other diverse athletes to participate in international competitions.

- Providing educational materials with guidance on using inclusive language, respecting personal boundaries, and avoiding invasive questions.
- Providing resources to help athletes recognize and report discrimination, harassment, or unfair treatment in a supportive manner

We believe that to provide up-to-date, relevant and impactful educational tools for continuous growth it is essential to:

- Partner with diversity, inclusivity and equity experts, psychologists, and advocacy groups
- Collaborate with other international body and sports federations nationally and internationally to develop coherent and align standards
- Involve marginalized communities in the development of educational programs to reflect their lived experiences and needs.
- Gather information from all stakeholders of the communities on their wants and needs.

III. Compliance and Complaints

The Board of CSN shall ensure the implementation of the policy in all aspects of the sport.

A. Complaints

CSN shall ensure that all behaviors contrary to this policy are rightfully addressed.

The implementation of this policy shall ensure the well being of every individual involved in the sport, anyone shall be able to report concerns through CSN channels.

CSN has set up the following standards:

Reporting and handling Mechanism:

- CSN has established a clear and accessible complaint mechanism for reporting breaches of the policy, such as discrimination, harassment, or unfair treatment that allows for anonymous reporting to ensure individuals feel safe sharing their concerns.

Corrective Actions

Actions taken shall be proportionate to the severity of the violation and aim to uphold the values of the policy. Violations of the policy will result in appropriate disciplinary measures, which may include:

- Education and training for individuals or clubs.
- Formal warnings.
- Suspension or termination of membership for repeated or severe breaches.

B. Members

All member clubs are required to formally adopt the Diversity, Inclusivity, and Equity Policy as a condition of membership. Member clubs must demonstrate their commitment by integrating the policy into their governing documents, practices, and communications. They shall ensure that their boards, members, volunteers and other stakeholders behave in accordance with the policy and if necessary take disciplinary action.

Club members shall ensure to create a safe environment by:

- Ensuring that their membership is open and inclusive and uphold the commitment of this policy.
- Provide communication channels for individuals to report breaches of the policy, such as discrimination, harassment, or unfair treatment.

Clubs failing to comply with the policy may face disciplinary measures, including suspension or revocation of membership.

CSN shall provide support to non-compliant clubs to help them address deficiencies before enforcing penalties.

C. Visibility and Accountability

CSN is committed to transparency and accountability in implementing this policy. To ensure progress and trust, CSN aims to take at least the following steps:

- Regularly review and update this policy to reflect evolving best practices and societal changes.
- Maintain open and accessible communication channels for members to ask questions, share concerns, or offer feedback on the policy's implementation.
- Establish a dedicated committee to oversee the implementation of the policy, monitor progress, and address challenges.
- Actively engage with members and stakeholders to solicit feedback and incorporate suggestions for improvement.
- Set measurable goals to track improvements in diversity, inclusivity, and equity over time.
- Use platforms (website, newsletters, social media) to promote and celebrate diversity initiatives, such as highlighting cultural events, inclusive programs...