



TITLE	Equity and Inclusion Policy
TYPE	Policy
ENTRY IN FORCE	June 1, 2026
DATE OF LAST REVIEW	January 10, 2026
FREQUENCY OF REVIEW	Biennial
TARGET COMPONENT	Pickleball NB- Executive & Directors
RESPONSIBLE SECTOR	Pickleball NB-General
DISTRIBUTION	- Executive & Directors - Affiliated Clubs - Members
ADOPTED ON	February 11, 2026

## 1. SUMMARY

Pickleball New Brunswick (the “Organization”) values diversity and is committed to providing equitable opportunities for all individuals to participate fully in Pickleball New Brunswick programs, events, and activities.

The Organization recognizes that sport should be welcoming and inclusive, offering participation opportunities without discrimination based on age, gender, race, ethnicity, language, sexual orientation, gender identity, disability, geography, or economic circumstances. Pickleball New Brunswick is committed to ensuring access to affordable sport opportunities appropriate to the level of participation and to supporting personal achievement.

The Organization acknowledges that some groups may be underrepresented in the sport of pickleball, including but not limited to:

- Indigenous peoples
- Individuals under the age of 30
- Persons with disabilities

- Members of the lesbian, gay, bisexual, transgender, non-binary, and questioning (LGBTQIA+) community

Through its actions, programs, and communications, Pickleball New Brunswick will ensure that underrepresented groups are welcomed, supported, and encouraged to participate in all activities

## **2. ELEMENTS OF THE POLICY**

### **2.1 General principles**

Pickleball New Brunswick is committed to respecting the rights, dignity, and contributions of every person and to treating all Individuals equitably, regardless of age, ability, gender, race, ethnicity, religion, sexual orientation, gender identity or expression, or socio-economic status.

The Organization will:

- Promote inclusion and access for all participants, including populations identified by Sport Canada and the Province of New Brunswick as underrepresented
- Identify, promote, and support the needs and concerns of diverse communities
- Consider equity and access in the design, delivery, and evaluation of all programs and services
- Encourage all Individuals to challenge discriminatory behaviour and promote equality of opportunity
- Ensure governance structures promote full and equitable participation
- Provide a sport environment free from intimidation, harassment, and abuse

All incidents of discriminatory behaviour will be addressed in accordance with the Discipline and Complaints Policy.

### **2.2 Transgender and non-binary inclusion**

Pickleball New Brunswick respects diverse identities and expressions and welcomes all individuals to participate in the sport as their authentic selves.

The Organization recognizes that gender identity and gender expression may differ from sex assigned at birth and that gender exists along a spectrum.

For sanctioned competitive events, athletes may be required to select a gender category during registration. An athlete may register in only one gender category at a time. Requests to change gender category will generally not be permitted more than once within a calendar year.

Pickleball New Brunswick adheres to provincial equity and inclusion standards and is committed to working collaboratively with government partners to ensure fair access to sport.

At the high-performance level, inclusion policies apply up to the point where national or international federation rules govern eligibility.

Pickleball New Brunswick supports transgender and non-binary athletes and will take a respectful and supportive approach when athletes choose to share their gender identity. The Organization will collaborate with athletes, clubs, and tournament directors to address considerations such as privacy, safety, program availability, and competitive integrity.

Pickleball New Brunswick will monitor and consider evolving national and international guidelines related to transgender and non-binary athlete participation.

An athlete's gender identity is personal information and will not be disclosed without the athlete's explicit consent.

Any transgender or non-binary athlete who believes they have been treated unfairly may request assistance from Pickleball New Brunswick. The Organization is committed to working with all parties to achieve an equitable resolution.

### **2.2.1 Eligibility guideline**

Eligibility guidelines established by Pickleball Canada, the World Pickleball Federation, or other national or international governing bodies shall supersede this Policy for competitions sanctioned by those organizations.

All athletes are subject to the Canadian Anti-Doping Program. Athletes undergoing gender-affirming treatment are encouraged to consult the Canadian Centre for Ethics in Sport (CCES) regarding therapeutic use exemptions, where applicable.

Nothing in this Policy alters or exempts any Individual from anti-doping requirements

**2.2.2 Confidentiality**

Pickleball New Brunswick will not disclose documentation or information related to an Individual's gender identity without consent.

Athletes are not required to disclose transgender or non-binary identity or history to the Organization.

**2.3 Children or Youth**

When facilitating participation by children and youth under eighteen (18) years of age, Pickleball New Brunswick will consider appropriate safety measures, equipment adaptations, and consent requirements.

Participation opportunities for children and youth will align with the rules and guidelines of the International Federation of Pickleball and the National Coaching Certification Program (NCCP).

**3. UPDATE OF THE POLICY**

The policy will be reviewed on a biennial base, or as operational needs dictate.

**4. ENTRY INTO FORCE**

This policy will enter into force on June 1, 2026