

Schedule XIII - Diversity, Equity, Inclusion, and Safety (DEI) Policy

USA Dodgeball is committed to fostering an inclusive environment in which all athletes, officials, and members feel welcome, respected, and able to participate fully in the sport.

This policy establishes our organization's responsibility to create and maintain an environment that reflects the diversity of the communities we serve, ensures equity in access and opportunity, and fosters inclusion and safety for all participants.

This policy applies to all members, athletes, coaches, officials, volunteers, staff, and board members participating in USAD-sanctioned programs, events, and activities.

Core Commitments.

1. **Diversity:** Encourage participation across race, age, gender, gender identity, religion, sexual orientation, color, national origin, disability, sex, or any other status protected by applicable federal, state, or local law.
2. **Equity:** Ensure fair treatment, opportunity, and access to resources for all members of the dodgeball community.
3. **Inclusion:** Foster a culture and community that is welcoming to all individuals and ensuring that every participant feels respected and valued in every aspect of the sport.
4. **Safety:** Provide an environment in which everyone feels comfortable expressing themselves and participating fully, free from harassment, intimidation, discrimination, ridicule, or denial of experience - whether in person, online, or in any USAD-affiliated activity.

Implementation. Event Directors and league operators are encouraged to align their local policies with this statement of principles. No individual may be denied participation in USAD programs on the basis of identity or protected characteristics. USAD will review this policy annually and update it as resources grow.