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Introduction:

Strength For All's (SFA) mission is to create a space for all people to build physical strength and social community, in a fun and welcoming environment. SFA recognizes the diversity of each individual and intentionally includes the differences that make us unique. We fully support the diverse needs of all members and drop-ins, in order to ensure their full potential as athletes. It is important that all athletes feel comfortable within the space, to promote the participation of all people, but especially those with a history of marginalized identities.

SFA benefits from including individual differences in age, color, race, disability, ethnicity, gender identity, physical and mental ability, religion, sexual orientation, socio-economic status, political affiliation, lived experience, and any other characteristic protected by applicable state or federal law, so that all members of the community are not only treated with dignity and respect at all times, but all so feel safe, celebrated, and welcomed.

The goal of our policy is to provide a clear understanding to all members and athletes in an effort to help guide and support the community of Strength for All.

Definitions:

Inclusion: The act of including someone as part of a group, space, etc. The inherent worth and dignity of all people are recognized

The involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive organization promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members.

The term inclusion is used to describe the active, intentional, and ongoing engagement with diversity — in people, in the curriculum, in the co-curriculum, and in communities (e.g. intellectual, social, cultural, geographic) with which individuals might connect.

Diversity: The inclusion of different types of people in a group or organization.

The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

Equality: Providing equal opportunities and treatment to people of all characteristics/classes.

Diversity is about celebrating and valuing how different we all are. This is strongly linked with promoting human rights and freedoms, based on the principles of dignity and respect. Diversity is about recognising, valuing and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective environment.

Protected Characteristics/Classes (include but are not limited):

- Age
- Alienage or citizenship status
- Color
- Disability
- Gender (including sexual harassment)
- Gender Identity
- Marital status and partnership status
- National origin
- Pregnancy
- Race & Hair
- Religion/Creed
- Sexual orientation
- Status as a Veteran or Active Military Service Member
- Language

Legal Guidelines:

[The NYC Human Rights Law, Title 8 of the Administrative Code of the City of New York,](#) prohibits discrimination in New York City. Individuals are protected from discrimination in many areas, based on a number of protected classes. Please review the following codes which specifically could apply, but is not limited to Strength for All.

Code § 8-102(23)

“The New York City Human Rights Law (“NYCHRL”) prohibits discrimination in employment, public accommodations, and housing. It also prohibits discriminatory harassment and bias-based profiling by law enforcement. The NYCHRL, pursuant to the

2005 Civil Rights Restoration Act, must be construed “independently from similar or identical provisions of New York state or federal statutes,” such that “similarly worded provisions of federal and state civil rights laws [are] a floor below which the City’s Human Rights law cannot fall, rather than a ceiling above which the local law cannot rise.” (Local Law No. 3 2002)

[New York State Human Rights Law](#)

Code § 291 Equality of opportunity a civil right

The opportunity to obtain education, the use of places of public accommodation and the ownership, use and occupancy of housing accommodations and commercial space without discrimination because of age, race, creed, color, national origin, sexual orientation, military status, sex, marital status, or disability, as specified in section two hundred ninety six of this article, is hereby recognized as and declared to be a civil right. (New York State Law Article 15)

Responsibilities:

STRENGTH FOR ALL:

- Committed to fostering a welcoming environment that embraces diversity and works to protect its members from harassment and discrimination.
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- Go beyond the minimum requirements of the law to incorporate principles of universal design to make the facility usable to more people.
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- Ensuring our activity programs reflect the diversity and needs of the community which is served.

STAFF:

- Identify and mitigate our biases
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- Exhibit inclusive behaviors that are fair, open, cooperative, supportive, and empowering

INDEPENDENT TRAINERS:

- Non SFA trainers will follow all gym use and personal training policy in addition to our inclusion policy
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- Valuing, respecting and promoting the rights, responsibilities, and dignity of individuals found within this policy

VOLUNTEERS:

- All volunteers must be cleared by management and oblige by each policy
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- Help management or independent trainers ensure that the inclusion policy is being held to the highest of standards

MEMBERS:

- All members must treat each other with respect and dignity as outlined in this policy
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- Uphold our inclusion policy and hold others accountable when needed
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GUIDELINES FOR INCLUSION:

- All members have the right to self identify as they wish without fear of being bullied or harassed in any unlawful manner.
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- Members have the right to be referred by their correct pronoun.

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- Members have the right to create an environment of accountability by correcting folks in your space about your name, pronoun, rude comments or jokes. Part of creating that environment is being direct about letting your community know that certain kinds of comments and jokes are just not part of being in your space.
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- SFA treats all members with respect and equality.
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- We believe in helping all members regardless of physical strength. If you are disabled or need assistance in movement our staff will gladly assist.
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- All safe movement modifications are welcomed. All members have the right to move within the boundaries of their body. Please let staff if you need assistance.
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- If language is a barrier let our staff know before hand and we will try our best to accommodate you with the correct instructor.
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- If a member cannot train around the opposite sex for religious reasons or experiences involving trauma SFA, will do our best to accommodate members within our means.

Gender and culture are best understood within a multicultural framework that recognizes multiple, intersecting identities; power relations; and the action for social justice. SFA is fully committed to celebrating the differences of individuals while providing a safe space for our athletes to meet their fitness potential. If a member expresses that their identity or safe space has been violated in any way, below is a guide of how to proceed with any conflicts that go against the SFA inclusion policy.

GUIDELINES FOR HANDLING INCIDENTS:

- Strength For All encourages members to attempt to resolve any incidents that occur with the parties involved before escalating the situation if and when you feel comfortable. If you do not feel comfortable attempting to

resolve the issue or if a resolution cannot be reached, a formal complaint should be made.

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- Members who feel a policy has been violated by a staff member or another gym member can make a formal complaint to the gym manager (Robyn@StrengthForAllNYC.com), or via the anonymous complaint box. If the complaint is against the gym manager or if an individual does not feel comfortable directing the complain to this individual, a complaint can be submitted to the organizing body's e-mail address: hello@womensstrengthcoalition.com.
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- Once a formal complaint has been received, an investigation will be ensued. While a formal investigation is being conducted, involved parties may be subject to suspension of gym privileges.
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- All incidents will be reviewed and responded to with 72 hours. Involved parties will be notified of the decision.

Changes or amendments to our policy are made only by the Women's Strength Coalition board if we feel like the inclusion principles need to be updated or changed. In addition, SFA is ensuring all policies are up-to-date and reflect current practices. The latest review date is recorded is recorded at the beginning of each policy.