



Host City Human Rights Action Plan

Final Version

Contents

Introduction: Message from the FIFA World Cup 2026™ Human Rights Team..... 3

Executive Summary..... 5

Vancouver Host Committee Governance 6

Scope and Purpose 7

Relevant Senior Government Legislation 9

Relevant Municipal Government Policy 11

Action Plan Development Process..... 17

Training and Awareness-Raising 20

Monitoring and Reporting 20

Part I: Inclusion and Safeguarding..... 22

 Issue 1: Inclusion and Non-Discrimination 23

 Issue 2: Safeguarding 27

 Issue 3: Safety and Well-Being 33

 Issue 4: Freedom of Assembly, Opinion, Expression, and the Press..... 35

 Issue 5: Accessibility for Persons with Disabilities and/or Limited Mobility 36

 Issue 6: The Welfare and Well-Being of Unsheltered Populations 39

 Issue 7: Preventing and Mitigating Adverse Environmental Impacts 42

Part II: Workers' Rights 43

 Issue 1: Non-Discrimination 43

 Issue 2: Fair Wages..... 44

 Issue 3: Safe and Healthy Workplaces..... 45

 Issue 4: Rest and Reasonable Limitation of Working Hours 46

 Issue 5: Freedom of Association and Collective Bargaining 47

 Issue 6: Prohibiting and Addressing Harassment and Abuse at Work 47

 Issue 7: Forced Labour and Labour Trafficking 48

 Issue 8: Child Labour..... 49

 Issue 9: Migrant Workers' Rights 50

 Issue 10: Inclusive Hiring Protocols..... 51

 Issue 11: Responsible Contracting and Transparent Dealings 52

Part III: Access to Remedy..... 53

 Issue 1: Effective Grievance Mechanisms and Remediation Processes..... 53

 Issue 2: Coordinated Mechanisms and Processes 56

APPENDIX A: ORGANIZATIONS WE MET WITH..... 57

 Inclusion and Safeguarding Stakeholders 57

 Workers’ Rights Stakeholders..... 60

 Access to Remedy Stakeholders..... 60

APPENDIX B: RELEVANT POLICIES 62

APPENDIX C: FREQUENTLY ASKED QUESTIONS 68

Introduction: Message from the FIFA World Cup 2026™ Human Rights Team

The FIFA World Cup 2026™ (FWC26) is the biggest single-sport event in the world. This year FIFA will host the tournament across Canada, Mexico and the United States in 16 Host Cities, with 104 matches scheduled over 39 days. This will be the largest FIFA World Cup™ in history, with 48 qualifying teams, up from 32 teams in prior tournaments.

Hosting the FIFA World Cup represents a historic milestone for the host countries and Host Cities, with social benefits and considerations. It presents opportunities to build legacies that have the potential to span generations. The FIFA World Cup 2026™ Host Cities do not have operational jurisdiction over the FIFA World Cup stadium grounds, which are managed by FIFA during the exclusive use period, nor systemic issues that transcend FIFA World Cup 2026.

To mitigate the potential negative impacts and maximize positive ones of hosting, FIFA integrated comprehensive sustainability and human rights requirements, including labour rights, into the bidding process. This is the first edition of the tournament which included such requirements in bidding regulations and hosting agreements from the outset. In line with FIFA's human rights requirements, Canada, Mexico and the United States submitted the United 2026 Proposal for a United Human Rights Strategy, and the candidate cities across North America developed human rights proposals during the 2019-2022 bid phase. These materials were developed in consultation with key human rights stakeholders and laid a strong foundation for the subsequent phases of human rights due diligence for this tournament.

FIFA used the materials and learnings from the bidding process to inform the FIFA World Cup 2026™ Sustainability and Human Rights Strategy, which outlines the key objectives and initiatives that FIFA and Host Committees will respectively pursue, and the FIFA World Cup 2026™ Human Rights Framework. This framework provides guidance developed by FIFA for the 16 Host Committees and Host Cities that were selected in 2022, highlighting 20 salient human rights issues that Host Committees and Host Cities were encouraged to address when developing their localized action plans. The strategy and framework are guided by the United Nations Guiding Principles on Business and Human Rights and are anchored in robust stakeholder engagement. FIFA has led on national and international engagement. Each Host Committee has developed their own local processes based on their unique local contexts.

The FWC26 Human Rights Advisory offers independent, expert guidance to FIFA26, the FWC26 Host Committees, and other relevant human rights stakeholders. When reviewing draft FWC26 Human Rights Action Plans as assigned, the Advisory provided recommendations that could have been fully adopted, partially incorporated, or not taken forward at all. The Advisory does not have the authority or mandate to endorse, approve or validate any materials, plans or actions developed by FIFA26 or the FWC26 Host Committees. It is also important to note that the measures outlined in the draft or final action plans do not constitute or create legally binding commitments; rather, they represent a public demonstration of good-faith efforts and the exercise

of human rights due diligence in connection with the hosting and staging of FIFA's flagship tournament. The Human Rights Action Plans are intended to establish tangible steps aimed at mitigating and, where possible, preventing potential adverse impacts arising within the operational jurisdiction of the FIFA World Cup 2026™ Host Committees and Host Cities.

The Host Committees have devoted significant effort to produce these action plans. FIFA would like to extend its deep gratitude to the three host nations, 16 Host Committees, the FIFA World Cup 2026™ Human Rights Advisory and the human rights stakeholders who have contributed to the human rights framework and the local human rights action plans and who are working to make this edition a beautiful celebration of the beautiful game.

FIFA World Cup 2026™ Human Rights Team

Executive Summary

Vancouver is excited to serve as one of sixteen host cities of the FIFA World Cup 2026™ (“FWC26”). The city will stage seven of the 104 tournament matches over 3.5 weeks between June and July 2026, inviting soccer fans from around the globe to learn about our city as they either attend a match in person, visit the FIFA Fan Festival or, more likely, watch the games broadcasted across the world.

Vancouver sits on the unceded, ancestral, and traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵw̓x̓wú7mesh (Squamish) and səliłwətał (Tsleil-Waututh) Nations. We honour their enduring stewardship of these lands and waters and recommit to walking in a spirit of reconciliation and partnership as we plan and deliver FWC26 in their territories.

Development and implementation of a Human Rights Action Plan is a new FIFA requirement for all FWC26 host cities. The FWC26 Human Rights Framework sets forth various standards for which host cities need to submit plans demonstrating how they intend to meet the standards. The Framework is nation independent and makes no assumptions as to whether there are existing protections of these rights already in place or if there are gaps that need to be addressed.

Vancouver’s Human Rights Action Plan outlines the existing human rights context for British Columbia (“BC”) and its municipalities, the City of Vancouver’s (the “City”) local existing policy framework related to human rights, and the City’s context and actions as a FWC26 host city to mitigate potential negative impacts and pursue positive impacts that result from planning and delivering the event.

As one of sixteen cities hosting FWC26, the City is committed to continuing to respect internationally recognized human rights standards. To ensure these are upheld during event activations, it will do so working in partnership with the Musqueam, Squamish and Tsleil-Waututh Nations (the “Local Nations”), the Government of British Columbia (the “Province”), Vancouver International Airport (“YVR”) and B.C. Pavilion Corporation (“PavCo”) and with the Government of Canada (“Canada”), where necessary.

The City operates within a context of robust senior government human rights related legislation, processes, and services. Within these legislative frameworks, the City is further guided by a robust municipal policy framework including its Reconciliation Framework and commitment to implementing the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) through the City’s UNDRIP Strategy, as well as its Healthy City Strategy, Equity Framework, and Accessibility Strategy. These are just some of the guiding municipal policies already in place that reflect the City’s dedication to creating safe and inclusive spaces and safeguarding and respecting human rights through its programs and work. This work, which includes the planning and delivery

of FWC26, is aligned with United Nations Guiding Principles on Business and Human Rights¹, and the FIFA World Cup 2026™ Human Rights Framework² (“the Host City Framework”).

The Host City Framework broadly describes twenty human rights issues, grouped into three distinct areas: (1) Safeguarding and Inclusion, (2) Workers’ Rights, and (3) Access to Remedy. This document describes the City’s plans to mitigate potential impacts and pursue positive impact opportunities outlined in these three Host City Framework areas. It also includes links to the relevant legislation and policies in place that both underpin and guide those plans within three areas of jurisdiction:

1. Municipal, which falls under the responsibility of the City;
2. Provincial, which falls under the responsibility of the Province; and
3. Federal, which falls under the responsibility of Canada.

In addition to addressing the human rights issues described in the Host City Framework, a key tenet of Vancouver’s Human Rights Action Plan is to take meaningful steps to engage with the Local Nations in the planning of the FWC26, in accordance with the Truth and Reconciliation Commission’s Call to Action 91³. To this end, the City entered into a Memorandum of Understanding on September 20, 2024, with the three Local Nations and the Province to collaboratively work together in good faith to jointly deliver the event.

This collaborative approach ensures that the event is inclusive and respectful of the rights of all individuals. It also honours the intergovernmental partnership with the Local Nations, who have lived in, occupied and cared for these territories since time immemorial and continue to do so today, on the unceded land which is now known as Vancouver and where the event will take place.

In addition to proactively addressing potential human rights impacts associated with event preparation and delivery, the City has looked for opportunities for traditionally underserved communities to meaningfully participate in the event delivery. By leveraging its established and robust social procurement policy, the City looked to create low-barrier pathways to employment and economic participation linked to the staging of the FIFA World Cup 2026™. This approach not only showcases human rights leadership to a global audience during the event but also contributes to a meaningful and inclusive legacy.

Vancouver Host Committee Governance

The development of this Action Plan was led by the City through its FWC26 Vancouver Host Committee (“the Host Committee”).

¹https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

² https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf

³ https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf

Note: The Host Committee is a project team that has been established to deliver the FWC26 hosting requirements and will be wound down following the conclusion of the event. It is comprised of staff seconded from the City as well as temporary staff who work in close partnership with several other partner agencies.

A Steering Committee comprised of executive-level staff from the City will oversee the Human Rights Action Plan's implementation, in partnership with the appropriate authorities having jurisdiction. Implementation of this Action Plan during tournament time will rely on the dedicated City teams responsible for operationalizing the FWC26, including the Host Committee.

Scope and Purpose

This document focuses primarily on the context and actions of the City that are responsive to the issues identified in the Host City Framework. Each of the Host City Framework's twenty issues are highlighted, along with the relevant City policies and practices that respond to those issues. These discussions and any identified actions may include policy guidance, Vancouver City Council ("Council" or "City Council") directives, best practices, and other formal and informal City responses.

As part of its responsibilities as a FWC26 host city, the Host Committee was required by FIFA to develop a Host City Human Rights Action Plan, including undertaking stakeholder consultation to inform its content. Through this process, the Host Committee identified temporary measures necessary to meet the Framework standards. As these one-time temporary measures are being put in place to address the City's FIFA World Cup 26 Host City obligations, they are being funded through the FWC26 budget. The FWC26 budget is being funded by a number of sources, including a time-bound [Major Events Municipal Regional District Tax](#), federal funding, and event related revenues.

Importantly, Canada's federal and provincial legislation provides a strong human rights foundation upon which the Human Rights Action Plan builds. Due to Canada's constitutional system of federalism, provincial and federal authorities have jurisdiction over different areas.

In Canada, the Constitution expressly protects human rights and fundamental freedoms through the 1982 Canadian Charter of Rights and Freedoms. In addition, the Government of Canada has human rights legislation (Canadian Human Rights Act) pertaining to federal areas of responsibility such as airports, banks and telecommunications.

In BC, the Human Rights Code applies to matters that fall within provincial jurisdiction. The Human Rights Code applies to all public and private sector workplaces in the Province (except those regulated by the federal government) and protects against discrimination in the areas of employment, services customarily available to the public, and housing.

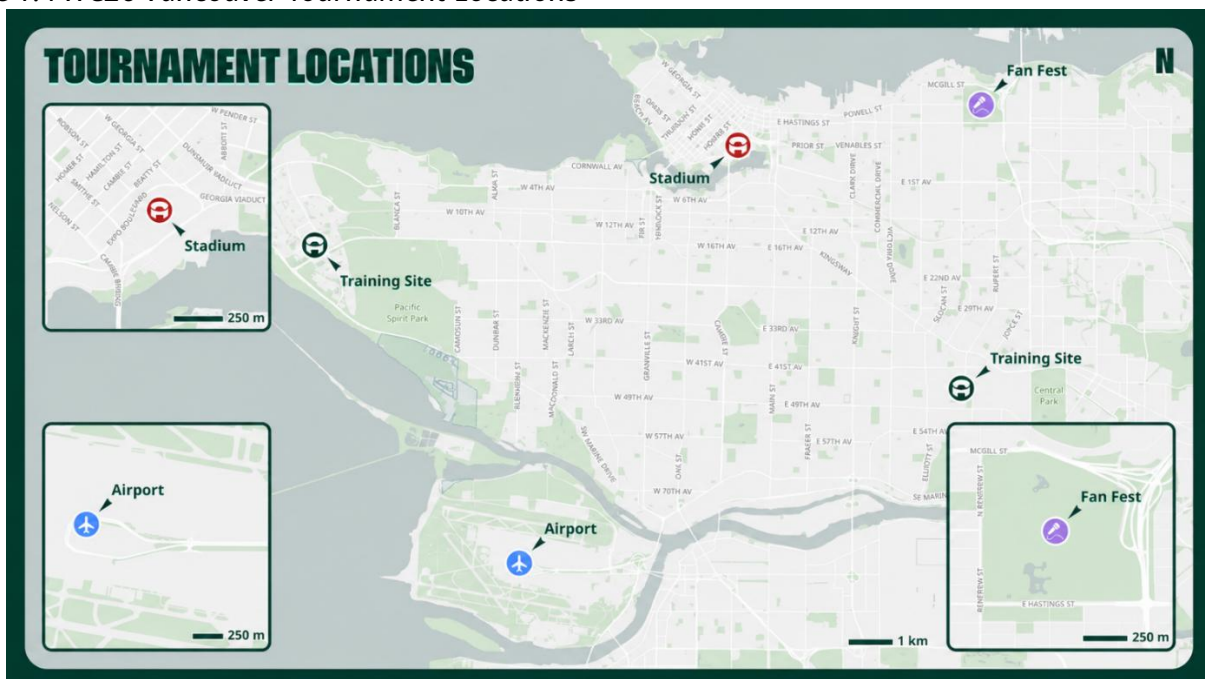
The provincial Human Rights Code establishes BC's Human Rights Tribunal ("the Tribunal"). The Tribunal is an independent quasi-judicial body responsible for resolving complaints of

discrimination brought under the BC Human Rights Code. Areas regulated by the federal government fall within the jurisdiction of the Canadian Human Rights Tribunal under the Canadian Human Rights Act.

In terms of scope, this Action Plan is aimed at upholding the human rights of people impacted by the planning, delivery, operation, and decommissioning of FWC26 venues and the surrounding event footprint as detailed in the below figure. For clarity, this is contained to impacts at and around the following FWC26 venues:

- BC Place Vancouver (delivered by PavCo and FIFA)
- Match Day Spectator Route
- Venue-specific training sites at Killarney Park and the National Soccer Development Centre
- FIFA Fan Festival at Hastings Park
- Vancouver International Airport (delivered by YVR)

Figure 1: FWC26 Vancouver Tournament Locations



FIFA's own Safeguarding and Anti-discrimination Code of Conduct⁴ will apply to accreditation holders at the stadium, training sites, and official and team hotels during the event period only. Accreditation holders include players, officials, FIFA staff, volunteers, and FIFA contractors. During the event period the stadium and training sites will be FIFA managed sites and the FIFA Code of Conduct will apply there.

Accreditation holders are not precluded from accessing supports and remedies outside of the FIFA process and all applicable human rights protections offered by the relevant jurisdictions (Canada, the Province, the City) will continue to apply to this group.

⁴ <https://digitalhub.fifa.com/media/?viewType=grid&mediaId=CFC85A0E-2F76-46AF-8436A575E7499AB4>
Host City Human Rights Action Plan – FINAL

Further, while the Action Plan is focused on actions upholding the human rights of people at FWC26 venues and the surrounding event footprint, the City is aware of community concerns about the impact of major international events such as FWC26 on vulnerable residents.

Importantly, Vancouver's stadium is in a downtown inner-city urban setting, bordering neighbourhoods with deep histories, vibrant community life, and home to residents with diverse lived experience. The Downtown Eastside (DTES) is one such community: a unique and historic part of the city known for its strong sense of community, cultural contributions, and commitment to social and economic inclusion. It continues to navigate complex social and health challenges related to poverty, mental health, and substance use, alongside sustained community-led efforts focused on care, resilience, and opportunity.

This urban context for the match venue informed the City's approach to this plan, including the identified actions outlined throughout.

Relevant Senior Government Legislation

As noted above, while this document focuses on the City's actions, supported by additional Provincial funding, it is underpinned by overarching provincial and federal legislation and each has its own unique area of jurisdiction as follows:

Part 1: Inclusion and Safeguarding

Government of Canada:

- Canadian Charter of Rights and Freedoms⁵
- Criminal Code of Canada⁶
- United Nations Declaration on the Rights of Indigenous Peoples Act⁷
- Canadian Human Rights Act⁸
- Accessible Canada Act⁹

Government of British Columbia:

- Human Rights Code¹⁰
- Anti-Racism Act¹¹
- Accessible British Columbia Act¹²
- Declaration on the Rights of Indigenous Peoples Act¹³

⁵ <https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccd/>

⁶ <https://www.justice.gc.ca/eng/csj-sjc/ccc/index.html>

⁷ <https://laws-lois.justice.gc.ca/eng/acts/U-2.2/page-1.html>

⁸ <https://laws-lois.justice.gc.ca/eng/acts/h-6/>

⁹ <https://laws-lois.justice.gc.ca/eng/acts/a-0.6/>

¹⁰ https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96210_01

¹¹ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/24022>

¹² <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019>

¹³ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/19044>

Part 2: Workers' Rights*Government of Canada:*

Canadian Charter of Rights and Freedoms¹⁴
 Canadian Human Rights Act¹⁵
 Canada Labour Code¹⁶
 Employment Equity Act¹⁷
 Pay Equity Act¹⁸

Government of British Columbia:

Human Rights Code
 Employment Standards Act¹⁹
 Labour Relations Code²⁰
 Workers Compensation Act²¹
 Occupational Health and Safety Regulation²²
 Temporary Foreign Worker Protection Act²³
 Pay Transparency Act²⁴

Part 3: Access to Remedy*Government of Canada:*

Canadian Charter of Rights and Freedoms²⁰
 Canadian Human Rights Commission²⁵
 Criminal Code of Canada²⁶

Government of British Columbia:

Human Rights Code, including the BC Human Rights Tribunal²⁷
 Employment Standards Act, including the Employment Standards Branch²⁸
 Workers Compensation Act, including WorkSafeBC²⁹
 Labour Relations Code, including the Labour Relations Board³⁰
 Temporary Foreign Workers Protection Act³¹

¹⁴ <https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-cddl/>

¹⁵ <https://laws-lois.justice.gc.ca/eng/acts/h-6/>

¹⁶ <https://laws-lois.justice.gc.ca/eng/acts/l-2/>

¹⁷ <https://laws-lois.justice.gc.ca/eng/acts/E-5.401/FullText.html>

¹⁸ <https://laws-lois.justice.gc.ca/eng/acts/P-4.2/page-1.html>

¹⁹ https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96113_01

²⁰ https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96244_01

²¹ https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/19001_00

²² https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/296_97_00

²³ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/18045>

²⁴ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/23018>

²⁵ [Homepage | Canadian Human Rights Commission](https://www.justice.gc.ca/eng/csj-sjc/ccc/index.html)

²⁶ <https://www.justice.gc.ca/eng/csj-sjc/ccc/index.html>

²⁷ <https://www.bchrt.bc.ca/>

²⁸ <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>

²⁹ <https://www.worksafebc.com/en>

³⁰ <https://www.lrb.bc.ca/>

³¹ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/18045>

The above lists are not a comprehensive identification of all relevant provincial and federal legislation and mechanisms to seek remedy. However, they describe the primary governing legislation and relevant remedies upon which the City's policy frameworks are based. In some cases, the City's policies may exceed the baseline legislative requirements.

Please note that other relevant legislation will be identified throughout the Plan as appropriate to the specific area of interest.

Relevant Municipal Government Policy

The following key City policies guide municipal development and operations, including the planning and delivery of FWC26 and thus, inform the foundation of the Human Rights Action Plan.

These policies shape the City's approach to Indigenous Reconciliation, as well as equity, diversity and inclusion and are referenced throughout this plan. As is the City's practice, extensive engagement occurred to shape these key policies, and these engagement efforts are also summarized herein. Links to each of these policies in full are found in Appendix B.

Reconciliation Framework

Vancouver was designated a City of Reconciliation when City Council adopted its Reconciliation Framework in 2014. This framework formalizes the City's commitment to reconciliation with Indigenous Peoples, specifically the Musqueam, Squamish, and Tsleil-Waututh Nations, and urban Indigenous communities. The City acknowledges its colonial past and ongoing impacts on Indigenous Peoples and strives to build a better future through understanding and action.

Reconciliation Framework Engagement Summary

The Reconciliation Framework arose from the City's Year of Reconciliation, during which extensive engagement with Indigenous and non-Indigenous communities occurred.

UNDRIP Strategy and Action Plan

The City endorsed the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in 2013, and in 2022 Council approved the country's first municipal UNDRIP Strategy, created together with the governments of the Musqueam, Squamish, and Tsleil-Waututh Nations. Further to the UNDRIP Strategy, the City adopted an UNDRIP Action Plan in 2024 as its implementation plan for the long-term strategy.

UNDRIP Strategy and Action Plan Engagement Summary

In the development of the City's UNDRIP Strategy, primary focus was on the foundational work of the government-to-government relationships between the Musqueam, Squamish and Tsleil-Waututh Nations and the City of Vancouver. An additional critical aspect was engagement with urban Indigenous communities from diverse Nations. This included:

- Five engagement events (2 online and 3 in-person)
- Over 150 community members engaged
- Talking Circle facilitators

- Speakers, elders, and knowledge holders from the Local Nations

Equity Framework

The City's Equity Framework focuses on upholding the rights and dignity of all people, addressing historic and current systemic injustices, and reducing harm. The Equity Framework exists to create a unified vision and shared understanding of equity across City departments, and to define the City's orientation to this work.

The Equity Framework defines the desired approach to equity as the application of four distinct and related lenses to the City's work: Indigenous rights, racial justice, intersectionality (including accessibility), and a systems orientation. Every City decision, project or program moves the City in the direction of equity when these four lenses are used to frame the problem or opportunity, analyze the situation, decide who to involve, and make decisions on design, implementation and evaluation.

Equity Framework Engagement Summary

The Equity Framework was developed in a uniquely collaborative way across City departments and in conversation with key partners in the community. External engagement included a dedicated Advisory Committee consisting of leaders with lived experience from sectors such as non-profit, Indigenous organizations, academic, financial and legal institutions. Additionally, joint sessions of City Civic Advisory Committees were consulted.

Healthy City Strategy

First approved in 2014, and updated in 2026, the Healthy City Strategy is guided by the City's vision of "A Healthy City for All". It is a long-term, integrated plan for healthier people, healthier places, and a healthier planet. The City's aim is to continually improve the conditions that allow everyone to enjoy the highest level of health and well-being possible. This includes socioeconomic conditions, access to services, and the communities and environments we engage in.

Healthy City Strategy Engagement Summary

Extensive engagement over a 2-year period shaped the development of the 2014 Healthy City Strategy. This included more than 10,000 people reached and 1,300 individuals who participated in person along a variety of engagement formats. Additionally, two Healthy City Summits brought together more than 450 participants, and two leadership bodies comprised of 30 experienced leaders from various relevant sectors provided leadership and guidance. The 2026 update was informed by additional engagements across internal City departments, the health authority, City Civic Advisory Committees, Indigenous organizations, and the community service sector.

Accessibility Strategy

Transforming Attitudes, Embedding Change: The City's Accessibility Strategy, was adopted in 2022. This reflects the City's commitment to support the full participation of persons with disabilities by establishing and maintaining inclusive services, programs, and infrastructure, and by identifying, removing, and preventing barriers. The overarching goals of the Accessibility Strategy are to:

- Build inclusive communities and provide an accessible environment in which all individuals have equitable access to the City's services, programs, and infrastructure.
- Build an inclusive and accessible work environment and culture within the City, in which all departments are supported and encouraged to embed accessibility and inclusion lenses into daily operations.
- Ensure that the City's hiring practices are inclusive and that barriers to the recruitment, retention, accommodation, and advancement of employees with disabilities are removed, and where possible.

As with other City public policy, the development of the Accessibility Strategy involved extensive community engagement.

Accessibility Strategy Engagement Summary

The development of the Accessibility Strategy was guided by an Accessibility Strategy Task Force comprised of members from the City's Persons with Disabilities Advisory Committee, Senior's Advisory Committee (now the Older Persons and Elders Advisory Committee), and the mayor's Task Force on Mental Health and Substance Use.

The Strategy relied on direct engagement with the disabled community through public engagement in two phases, that included:

- 23 virtual dialogues
- 2 on-line surveys
- 2 in-person engagement sessions
- 1 virtual engagement session

Women's Equity Strategy

Vancouver: A City for All Women: Women's Equity Strategy 2018-2028, is a 10-year strategy, adopted in 2018, aimed at addressing the political, economic, cultural, and social barriers faced by women in the city. The strategy focuses on five priority areas: applying an intersectional lens to City processes, addressing safety and violence against women, improving accessible childcare, ensuring safe and affordable housing, and increasing women's leadership and representation within the City's workforce.

Women's Equity Strategy Engagement Summary

This Strategy was informed by the voices and experiences of more than 1,600 residents, members of the City's Women's Advisory Committee, subject matter experts, community organizations, research, and City staff. This included:

- Internal consultations with subject matter experts
- Survey with over 1,600 responses
- A Forum attended by 45 individuals
- 84 Community organizations contacted
- Regular consultations with the Vancouver Civic Women's Advisory Committee

Two Spirit, Transgender, Gender Diverse (2STGD+) Inclusion Strategy and 2STGD+ Safety and Inclusion Action Plan

In 2016, the City, working with community, created a plan to support Two Spirit, transgender, gender diverse, (2STGD+) people, and prioritize their safety and inclusion. The plan establishes a

refreshed overarching approach for the City's work to advance equity, safety and the wellbeing of Two-Spirit, trans gender, and gender diverse (2STGD+) residents, staff, and visitors particularly through recognizing and addressing systemic barriers in access to services and inclusion.

Prioritized actions focus on improving programs, services and infrastructure; partnerships and engagement; and internal capacity within and across the City, within a framework of five goals areas:

- Housing & Homelessness
- Community Spaces & Safety
- Programs & Services
- Engagement & Visibility
- Human Resources & Staff Experience

The 2STGD+ Safety and Inclusion Action Plan was developed and informed through a broad, relationship-focused engagement strategy with 2STGD+ supporting organizations, community members and stakeholders. Engagement additionally included consultation with City Civic Advisory Committees, City partners (Vancouver Police Department, Board of Parks and Recreation, Vancouver School Board and Vancouver Public Library), and the 2STGD+ Housing and Services Roundtable.

(2STGD+) Inclusion Strategy and 2STGD+ Safety and Inclusion Action Plan Engagement Summary
2STGD+ Action Plan renewal engagement was carried out in 2024 and 2025, where staff heard from approximately 800+ participants, through two phases of engagement.

Phase I (2024) consisted of:

- 6 City Public Advisory Committee sessions
- 2 focus groups with community organizations and grassroots leaders
- 2 key informant interviews
- Outreach at 3 community events
- An engagement follow-up survey with 24 respondents

Phase II (2025) consisted of:

- A report back session with 80 attendees
- A public survey with 628 respondents
- 3 focus groups with community organizations and grassroots leaders
- 11 key informant interviews
- Outreach at 2 community events

National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)

In 2016, the Government of Canada launched an independent inquiry to examine and report on the systemic causes behind the violence that Indigenous women, girls and 2SLGBTQIA+ people experience and their greater vulnerability to violence. Further to this, the inquiry was directed to recommend concrete actions to remove systemic causes to violence and increase the safety of Indigenous women and girls in Canada.

In 2019, the National Inquiry released its final report³², which included 231 Calls for Justice. The City hosted the National Inquiry and made commitments to implement the Calls for Justice. In that same year, the Downtown Eastside Women's Centre released *Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside*³³ based on the lived experience, leadership, and expertise of Indigenous survivors.

Missing and Murdered Indigenous Women, Girls and Two-Spirit People (MMIWG2S) Response Report (2022)

In response to the 2019 National Inquiry report and *Red Women Rising* the City adopted a plan and approach with clear recommendations. This included commitments to:

- Implement the relevant Calls/recommendations from both reports
- Ensure accountability through an evaluation plan and annual report card
- Apply the Seven Principles of Change identified by the National Inquiry
- Implement a city-wide protocol when an Indigenous woman, girl or 2SLGBTQIA+ person goes missing in Vancouver
- Provide mandatory staff training on MMIWG2S issues and reconciliation
- Align with the City's broader commitment to UNDRIP

MMIWG2S Response Report Engagement Summary

This report relied on extensive engagement with the National Inquiry and *Red Women Rising*. Additionally, the following engagement contributed to the report:

- MMIWG2S Advisory Committee comprised of Indigenous women and 2SLGBTQIA+ persons
- Engagement with urban Indigenous community groups
- Engagement with the City's Urban Indigenous People's Advisory Committee

Sex Work Response Guidelines

Developed in 2015, the City's Sex Work Response Guidelines establish a respectful, non-discriminatory approach for City staff interacting with individuals involved in sex work and communities affected by sex work. The Guidelines recognize the impacts of historic stigma, criminalization, and systemic discrimination, and prioritize the health, safety, dignity, and human rights of sex workers, while also considering neighbourhood well-being.

The Guidelines promote fair and unbiased treatment; and service-based responses that support safety and access to supports rather than punitive measures. They align with the City's Healthy City Strategy and broader commitments to inclusive, safe communities, and complement related municipal and policing policies focused on violence prevention and safety promotion.

Housing Vancouver

The City's 2017 Housing Vancouver Strategy, the accompanying three-year Action Plan (2024-2026), and housing targets form the City's guiding policies to achieve an equitable housing system for residents. Key objectives of the strategy:

³² <https://www.mmiwg-ffada.ca/final-report/>

³³ <https://dewc.ca/dewc-news/red-women-rising/>

- Shift toward the right supply by building more affordable housing and limiting speculative investment.
- Protect our existing affordable housing for the future by preserving affordability and retaining the existing stock of rental and non-market housing (including in single room occupancy housing stock).
- Increase supports and protections for renters and those who are homeless including strategies to address affordability, security of tenure, poverty and housing instability.

The Strategy includes enhanced tenant protections via a Tenant Relocation and Protection Policy that requires landlords and developers to provide compensation and assistance to eligible tenants who are displaced due to redevelopment or major renovations requiring a rezoning or development permit. The policy offers protections that exceed the requirements of the provincial Residential Tenancy Act (RTA).

Housing Vancouver addresses homelessness through grants to non-profit organizations and supportive housing providers, by supporting homeless shelter capacity (in partnership with the Province) and by providing for a comprehensive accessible Homelessness Services Outreach program.

Housing Vancouver Engagement Summary

- Creative advisory groups comprised of local experts and stakeholders consulted on best practices and innovative housing solutions.
- Stakeholder conversations including 14 months of dialogue with Mayors' Advisory Committee, Development Advisory Group, Single Room Occupancy Task Force, Urban Development Institute
- Re:Address Conference and Week which engaged local and global housing experts on affordability and community development
- National engagement discussions hosted by Canada's Ministry of Finance on housing supply challenges.
- Public engagement including two online surveys with 10,000+ responses and The Big Conversation: A one-day workshop with ~200 residents discussing housing challenges and future visions.
- International dialogue with the City of Vienna, that explored social housing and government's role in affordability.
- Draft strategy consultation including a review panel of academics, local stakeholders, practitioners, and policymakers, a stakeholder launch event with 80+ participants commenting on key actions, working session on data and monitoring with academic and data experts, and meetings with the City's Renter and Urban Aboriginal Advisory Committees, and government and non-profit partners.

Access to City Services Without Fear Policy

Vancouver's Access to City Services Without Fear Policy ensures all residents, regardless of immigration status, can access City services—such as 3-1-1, police, fire, and library—without fear of their status being reported to federal immigration authorities. It promotes safety, equity, and inclusion, primarily protecting undocumented individuals from detention or deportation when seeking help.

Spaces to Thrive

Adopted by Council in 2021, Spaces to Thrive is the City's first strategic 10-year policy and partnership framework for City-owned and City-supported social infrastructure. Spaces to Thrive uses a human rights-based approach, which focuses on those facing vulnerabilities, to ensure fundamental human rights are protected without discrimination to achieve their vision, principles, and directions. This approach strives for better outcomes for all Vancouver residents by helping meet the space and facility needs of social and community-serving non-profits.

Spaces to Thrive Engagement Summary

In creating Spaces to Thrive, the City engaged with community and government partners to better understand the space and facility challenges facing social-serving organizations in Vancouver, as well as their understanding of the strengths and opportunities to address these challenges.

Internal and external stakeholders included:

- Social non-profit organizations
- Equity-serving groups
- Community-serving spaces
- Social Purpose Real Estate Collaborative
- City Civic Advisory Committees
- Community Centre Associations
- Urban Development Institute

The above groups comprised close to 300 non-profit organizations and community groups and approximately 500 representatives in a total of 51 engagement opportunities.

Action Plan Development Process

Drafting the Action Plan

This Action Plan was developed specifically to respond to the Host City Framework and was developed within the robust and strong legislative, policy, and service environment already established by all three levels of government.

Relevant staff subject matter experts were engaged around all areas of human rights impact outlined in the Host City Framework. These internal subject matter experts are familiar with the development and ongoing delivery of their respective community-engaged policies, programs and services, and are connected with their respective stakeholder communities. A comprehensive inventory of existing policy emerged from this engagement, highlighting that many aspects of the Host City Framework are already addressed in the City's current policy environment, be it via municipal policy and services or related provincial or federal legislation. Where gaps were discovered, these reflected the need to develop additional actions to complete the Action Plan and these are addressed in the plan.

Local Nations Inter-Governmental Consultation

As partners in the planning and delivery of the event, the Musqueam, Squamish and Tsleil-Waututh Nations were provided an opportunity to review and provide feedback on the Action Plan.

Discussions with Local Community

The Host Committee's approach to the development of the Action Plan builds on the already extensive and often ongoing consultation that has been at the foundation of the many existing policies and programs that the Action Plan relies on.

It is the City's approach to avoid re-engaging community on topics it has already sought feedback on. This respects previous contributions of time and insights and limits potential harm and inconvenience to and burden on communities and individuals that have already shared their feedback through focused engagement processes and via other channels.

In addition to the subject matter experts engaged, the Host Committee spoke to the City's Council Advisory Committees. These committees consist of volunteers who help to convey community perspectives to Council and staff while advising on City priorities, projects, and initiatives. Below is a list of Advisory Committees that the Host Committee spoke with in the development of the final Action Plan:

- 2SLGBTQ+ Advisory Committee
- Arts and Culture Advisory Committee
- Children, Youth, and Families Advisory Committee
- Older Persons and Elders Advisory Committee
- Persons with Disabilities Advisory Committee
- Racial and Ethno-Cultural Equity Advisory Committee
- Renters Advisory Committee
- Transportation Advisory Committee
- Urban Indigenous Peoples' Advisory Committee
- Vancouver Food Policy Council
- Women's Advisory Committee
- Vancouver City Planning Commission

The City's MMIWG2S+ Advisory Committee is a staff-initiated committee that supports the operational implementation plan for the MMIWG Calls for Justice and the Red Women Rising Recommendations to create safety and have positive impacts for Indigenous women, girls and 2SLGBTQQIA+ Peoples. The Host Committee met twice with members of the MMIWG2S+ Advisory Committee to hear concerns as it pertains to their community.

While Vancouver's Downtown Eastside and the Downtown South are outside of the FWC26 venue areas, we recognize that there is significant concern across the neighbourhoods about the impacts of activations on people in these neighbourhoods without housing or who are precariously housed due to the stadium's downtown proximity. The Host Committee undertook focused conversations with service organizations and advocacy groups within these neighbourhoods to better understand these concerns. Further, the Host Committee conducted focused discussions with urban Indigenous led and serving organizations to ensure their perspectives are heard, understood, and addressed where feasible.

A list of organizations that the Host Committee spoke with is presented in Appendix A. The Host Committee's approach included multiple human rights focused sessions comprising a variety of organizations with differing expertise and connected to diverse populations. This broad format allowed for discussions that included intersectionality and provided opportunities for stakeholders to speak on the continuum of human rights considerations included in this plan.

Additional engagements not specifically oriented towards human rights occurred with a variety of audiences, including residents living near event sites and potentially impacted community groups. While not solely focused on human rights, these engagements raised elements such as accessibility, freedom of assembly, and other topics referenced in the Host City Framework and informed the development of this Action Plan.

Previous versions of this Action Plan have been reviewed by members of FIFA's FWC26 Human Rights Expert Advisory Panel.

Potential Implementation Partners

Where there are proposed actions noted in this plan that rely on policy measures, legislation, or actions from agencies outside of the City (ex. Federal and provincial governments, not-for-profit sector), the Host Committee will meet with those agencies to align on roles and responsibilities as it relates to operationalizing this plan.

Finalizing the Plan

Following the release of the V1 Draft Host City Human Rights Action Plan ("the V1 Draft") on February 19, 2026, the Host Committee continued to meet with community organizations to refine the actions described in the V1 Draft. Based on these discussions, the Host Committee revised this finalized Action Plan to provide further operational details and validated these actions in follow-up discussions with community service providers and advocates in early May 2026. Below is a summary of the significant changes between the V1 and Final Action Plans:

- **Community safety patrols.** In alignment with community feedback, the Host Committee funded community-led peer worker outreach and safety patrols during Vancouver match days, as described in section 1.1.1.
- **Gender safety actions.** In alignment with community feedback, the Host Committee funded several community-serving gender safety organizations to perform expanded outreach during the event period, as described in section 1.2.1.
- **Addition of sex worker safety as priority action area.** In alignment with community feedback, the Host Committee separated Sex Worker Safety (section 1.2.2) into its own priority action area and worked with community organizations to develop and fund corresponding actions. This action area was previously integrated within section 1.2.1 (Preventing Gender-Based Violence).
- **MMIWG2S+ actions.** The Host Committee worked with the City's MMIWG2S+ Advisory Committee to develop and fund actions, shown in section 1.2.3, to address this priority action area.

- **Accessibility features at event venues.** Provided further specificity surrounding accessibility supports at BC Place Vancouver and the FIFA Fan Festival within section 1.5.1.
- **Daytime respite spaces.** In alignment with community feedback, the Host Committee funded expanded daytime programming at five inner-city spaces on Vancouver match days, as described in section 1.6.1.
- **Access to remedy process.** Refined description of remedy and reporting processes within section 3.1.1, describing reporting pathways for both attendees at FWC26 event venues and within the broader host city.
- **Know Before You Go campaign.** In between versions, the Host Committee launched a digital [Know Before You Go](#) campaign, which several action areas within this plan reference as an important tool for raising awareness on available resources and supports. The plan references this campaign in several sections.

Since releasing the V1 Draft, the Host Committee also received feedback and inquiries from community members and media outlets, which were also considered in finalizing the Action Plan. Appendix C contains a summary of frequently asked questions regarding the V1 Draft and the Host Committee's intentions with accompanying answers.

Training and Awareness-Raising

All aspects of this Human Rights Action Plan will be conveyed to the relevant parties engaged in the planning and delivery of FWC26 in Vancouver.

Additionally, the Host Committee, through its event planning and delivery, will support efforts to ensure event participants are aware of their human rights and the avenues to report violations and seek remedy in their preferred manner, as well as their obligations to respecting human rights while visiting our city.

[Know Before You Go](#)

On May 6, 2026, the Host Committee launched a [Know Before You Go](#) webpage targeted towards ticketholders, visitors, and residents to provide important information regarding experiencing the FWC26 in Vancouver.

Several actions described in this report pertain to information that was distributed through the [Know Before You Go](#) webpage. To raise awareness of the resources contained on this page, the Host Committee has shared this webpage with several community-serving organizations that primarily operate nearby the stadium area.

Monitoring and Reporting

Monitoring and evaluation of human rights issues or violations during the FWC26 event period will be performed on anonymized, aggregated information, with the City reporting no personal or identifying information about reporters and/or victims.

As noted throughout this report, the Host Committee will be contracting with community-based organizations to conduct roaming outreach and safety patrols throughout the FWC6 event period. As part of the service contracts with these organizations, the Host Committee will include provisions for tracking and reporting on incidents. Further, the Host Committee will organize post-match debrief calls with these service providers following each of the seven Vancouver match days to understand the extent and nature of any incidents that arise on-the-ground in order to refine approaches if needed.

Beyond monitoring incidents that happen on-the-ground, the Host Committee is working with relevant helpline operators to share aggregated information on incidents reporting received during the event period. The Host Committee will aggregate incident reporting received from the following helplines during the event period:

- [3-1-1](#). The City's contact centre, allowing the public to report issues, concerns and service requests related to municipal services and public spaces. It serves as a centralized channel for receiving and triaging a wide range of community-reported issues, including safety, accessibility, and bylaw concerns.
- [VictimLinkBC](#). Provides confidential information and referral services to all victims of crime in BC and Yukon, as well as immediate crisis support to victims of family and sexual violence.
- [2-1-1](#). Connects callers with a Resource Navigator who can provide information and referrals to a wide range of social, government, and community services.
- [Racist Incident Helpline](#). A trauma-informed helpline for people who have experienced or witnessed an act of racism in BC. The helpline provides free and confidential access to information and safe supports from anywhere in BC, in over 240 languages.
- [Salal Sexual Violence Support Centre 24-Hour Crisis Line](#). Provides confidential crisis support, emotional support, information, and referrals to survivors of sexualized violence. The service supports women and people of marginalized genders and offers trauma-informed, culturally responsive assistance.
- [Canadian Human Trafficking Hotline](#). A multilingual and confidential service that connects victims and survivors of human trafficking to law enforcement, emergency shelters and other trauma-informed services.

Note: In conversations with community members, sex worker advocacy organizations indicated a preference for utilizing VictimLinkBC for crisis support pertaining to sexual violence. That said, recognizing that human trafficking extends beyond non-consensual sex work, the Host Committee notes that this is an important resource for victims of human trafficking, particularly as it relates to Indigenous women, girls, and 2SLGBTQQIA+ people, child sexual exploitation, and instances of labour trafficking.

The purpose of gathering this information is to better understand the impact of staging major sporting events on human rights issues when compared to baseline reporting. Following the event, the Host Committee will include this aggregated data in a post-event report.

FWC26 Vancouver Host City Human Rights Action Plan

This Plan addresses the FWC26 Host City Human Rights Framework the (Host City Framework)³⁴ and we draw particular attention to issues that are most salient to our Canadian context and local jurisdiction. These have been prioritized where there has been a greater risk identified, for example through recent incident data from FIFA events, and specific to our local community context, as well as direction from Vancouver City Council to pursue social/local procurement and employment opportunities.

These *Priority Areas* are presented below in the order that they appear in this Action Plan and are not ranked:

- Discrimination (section 1.1.1)
- Preventing Housing Displacement (section 1.1.2)
- Showcasing Diversity (section 1.1.3)
- Reconciliation (section 1.1.4)
- Preventing Gender-Based Violence (section 1.2.1)
- Sex Worker Safety (section 1.2.2)
- MMIWG2S+ Response (section 1.2.3)
- Human Trafficking (section 1.2.7)
- Rights Respecting Security Protocols (section 1.3.1)
- Freedom of Assembly and Expression (section 1.4.1)
- Accessibility (section 1.5.1)
- The Welfare of People Experiencing Homelessness (sections 1.6.1 and 1.6.2)
- Responsible Sourcing and Procurement (section 2.11.1)
- Accessible Grievance Mechanisms (section 3.1.1)

These priorities are delineated below in their respective Host City Framework sections along with specific action items. They are noted and labelled as *Priority Areas* with their coinciding **Priority Actions**.

Part I: Inclusion and Safeguarding

FWC26 and Host Cities are committed to welcoming all individuals and communities contributing to, participating in, and/or impacted by the FIFA World Cup 2026™ in an environment where they feel safe, included, and free to exercise their rights. Relevant groups include players, officials, workers, volunteers,

³⁴ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf

*spectators, local community members, and groups or populations that may be at a heightened risk of being adversely impacted.*³⁵

The Host Committee is committed to advancing meaningful Indigenous reconciliation, equity, and anti-racism for all people in Vancouver, upholding the rights and dignity of all people, addressing historic, current systemic injustice, and reducing harm.

Issue 1: Inclusion and Non-Discrimination

*A tournament environment that aims to promote and showcase inclusivity, address potential barriers to inclusion, and prohibit and address discrimination of any kind in relation to FIFA World Cup 2026™ activities.*³⁶

1.1.1 Discrimination Priority Area

The Host Committee will implement a zero-tolerance protocol for all acts of discrimination at all public-facing FWC26 venues and events within its purview, including the FIFA Fan Festival and the stadium spectator route. With respect to inclusion, the Host Committee is pursuing opportunities to direct event-related procurement needs to local and diverse employers (See also section 2.10.1 Inclusive Hiring Protocols).

City of Vancouver Role

The Host Committee's role is to implement a zero-tolerance protocol at event venues within its purview for discrimination in alignment with municipal and senior government requirements. In relation to discrimination among City employees, the City's Respect in the Workplace policy additionally takes effect, and the City's role is to implement that policy.

Further, in response to specific Council directive and in accordance with the City's Ethical Purchasing Policy, Supplier Code of Conduct and Procurement Policy, the City's role is to ensure that the City's vendors deliver the event requirements in a manner that respects human and civil rights in accordance with the conventions of the International Labour Organization.

Priority Actions

1. The Host Committee implemented a [Know Before You Go](#) campaign which includes reminders to visitors of the zero-tolerance for discrimination protocol.
2. The Host Committee shared its [Know Before You Go](#) campaign with relevant parties, including visitors, staff, and community organizations to make them aware of expectations surrounding conduct, including zero tolerance for discriminatory behaviour, as well as

³⁶ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

avenues for accessing support services.

3. The Host Committee has provided targeted funding support to [Mission Possible](#), a community economic development non-profit operating in the Downtown Eastside focused on providing inclusive employment opportunities to marginalized residents. Mission Possible will deliver expanded peer worker outreach and community safety patrols in the Match Day Spectator Route area through its MP Neighbours program during the seven match days.
4. The FIFA Fan Festival operator, InLive, has an existing suite of policy and processes supporting staff, volunteers, commercial partners, vendors, artists, security in identifying and escalating concerns onsite regarding discrimination and harassment.
5. The Host Committee delivered FIFA-developed eLearning modules covering cultural competency, as well as diversity and anti-discrimination to event volunteers.
6. The City is collaborating with its FWC26 hosting partners to pursue social procurement and inclusive employment opportunities. Examples of this include merchandising opportunities, low-barrier employment for public services (such as traffic management and waste sorting³⁷ (See 2.10.1 Inclusive Hiring Protocols)
7. B.C. Pavilion Corporation (PavCo), the owner and operator of BC Place Vancouver, delivered upgrades to the stadium for more inclusive and accessible accommodation of guests, including adding gender-neutral facilities.

1.1.2 Housing Displacement Priority Area

Strong provincial and municipal legislation, regulations, and policies exist to prevent tenant displacement and regulate short-term rentals in Vancouver and throughout the province. Together, these legislative measures and policies prohibit the displacement of tenants in favour of short-term rentals and provide a regulatory framework for reporting, monitoring and imposing penalties for infractions.

BC's Residential Tenancy Act³⁸ guards against unlawful evictions, and the Short-Term Rental Accommodations Act³⁹ protects tenants from displacement in favour of short-term rentals. City policies provide further safeguards, including the Tenant Relocation and Protection Policy, the Single Room Accommodation (SRA) Bylaw, the SRA Vacancy Control Policy, and several short-term rental regulations.

On March 11, 2026, Vancouver City Council approved \$500,000 in grants to 16 non-profit organizations that help renters understand their rights, stabilize their housing and avoid

³⁷ These examples relate to non-City of Vancouver employees. City employee hiring follows the relevant collective agreements.

³⁸ https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/02078_01

³⁹ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/23032>

displacement. The approved grants fund projects that respond to some of the most urgent needs of vulnerable renters, including:

- *Tenant Resource & Advisory Centre Society*. Funding to provide Vancouver renters with free legal services ranging from workshops, webinars and phone assistance to summary advice and representation at Residential Tenancy Branch dispute resolution proceedings.
- *Access Pro Bono Society of British Columbia*. Funding to help Vancouver tenants facing eviction by offering free legal advice, representation and referrals at all levels of court.
- *Rainbow Refugee Society*. Funding to the Queer Housing Advocacy and Support Program which provides LGBTQIA+ refugees and newcomers in Vancouver with information, navigation and advocacy to access safe, affordable and inclusive housing.
- *Downtown Eastside SRO Collaborative Society*. Funding to their Chinatown Tenant Education and Empowerment Project which assists residents of Chinatown Single Room Occupancy (SRO) and Benevolent Society buildings by providing educational workshops on topics including renters' rights and responsibilities, resolving interpersonal conflicts, improving habitability and offering proactive support to prevent eviction and strengthen housing security.

City of Vancouver Role

The City's Tenant Relocation and Protection Policy protects against displacement, and municipal short-term rental regulations help protect long-term housing.

The City's Single Room Accommodation (SRA) Bylaw and SRA Vacancy Control Policy mitigate risk of displacement for those experiencing housing precarity and living in SRO accommodation.

Priority Actions

1. The City will continue to implement and enforce the Tenant Protection and Relocation Policy which aims to mitigate the impact of development and renovations on tenants by providing compensation, relocation support, ability to come back to new building, and ongoing communication. Generally, tenants facing eviction due to a redevelopment or substantial renovations must be supported by the landlord in finding interim living accommodations during the redevelopment, this includes features such as housing accessibility.
2. The City will continue to implement and enforce short-term rental regulations to protect long-term housing throughout the event period.
3. The City will continue to enforce the Single Room Accommodation Bylaw and Single Room Accommodation Vacancy Control Bylaw.
4. The City will maintain services for people experiencing homelessness and housing precarity and continue to refer any tenant complaints of displacement to the provincial Residential

Tenancy Branch.

5. The Host Committee has provided funding to extend programming at five City-operated spaces located in Vancouver's Downtown Eastside and Downtown South during Vancouver match days to provide respite space for people experiencing homelessness and housing precarity to watch the matches. Locations include:
 - a. Carnegie Community Centre
 - b. Balmoral Hotel site outdoor activation
 - c. Oppenheimer Park Fieldhouse
 - d. The Gathering Place Community Centre
 - e. Evelyne Saller Centre

1.1.3 Showcasing Diversity Priority Area

The Host Committee will ensure a diversity of cultures and lived experiences are featured at the FIFA Fan Festival.

City of Vancouver Role

The Host Committee will ensure a diversity of cultures and lived experiences are featured in the delivery of FWC26 including opportunities for Indigenous cultural expression.

Priority Actions

1. The Host Committee is providing opportunities for communities with diverse cultural backgrounds to share their histories and culture at FIFA Fan Festival and Match Day Spectator Route, for example through cultural performances and other displays.
2. The Host Committee has assembled a diverse artist program (with over 120 acts) for its main stage, secondary stage and roaming performances that reflects diversity across genre, cultures, and gender identity representation of our multicultural and inclusive Canadian and British Columbian values.
3. The Host Committee has curated a diverse food and beverage offering in its Food and Soul programming that appeals to the multicultural identity of this global event, inclusive of dietary restriction considerations.
4. The Host Committee engaged the Bidders' Project, a Vancouver-based social enterprise that delivers fee-for-service waste sorting and diversion services by employing informal recyclers ("binners") as trained waste diversion workers, to provide waste management, diversion and sorting services at the FIFA Fan Festival. Its programs create low-barrier, paid employment that recognizes lived experience, reduces stigma, and provides reliable income opportunities for individuals facing multiple barriers to traditional employment.

1.1.4 Reconciliation Priority Area

As previously discussed, the City has a long-standing and extensive commitment to Reconciliation as expressed through the Reconciliation Framework and the City's UNDRIP Strategy and UNDRIP Action Plan.

City of Vancouver Role

In accordance with the Memorandum of Understanding signed between the City, Province and Local Nations, the City will work in good faith to collaboratively plan and jointly host the event.

Priority Actions

1. The City will continue to operationalize existing policy and commitments, including those made in the City's Reconciliation Framework and UNDRIP Action Plan, as well as the Murdered and Missing Indigenous Women and Girls Calls to Justice, in its planning and delivery of the event.
2. The Host Committee will continue to work alongside the Province and Local Nations through a Cross-Government Partnership Technical Team established through the Memorandum of Understanding to jointly plan the event.
3. The Host Committee has met with Urban Indigenous service providers to understand their feedback and concerns.
4. The Host Committee will continue to facilitate the meaningful integration of Indigenous elements into the planning and delivery of the event. Some examples include:
 - Design and selection of a Host City Poster⁴⁰
 - Creation of a sonic ID, Vancouver's official and unique sound signature⁴¹
 - Participation in the planning of local FWC26 activations
 - Participation in the planning of the FIFA Fan Festival and Match Day Spectator Route, including activation spaces for the Local Nations.
 - Participation in the planning of special programming on June 21, National Indigenous Peoples' Day, at the FIFA Fan Festival.

Issue 2: Safeguarding

A tournament environment that aims to prevent all forms of violence and abuse, mobilize survivor-informed, age-appropriate, gender-sensitive, and human rights-compatible resources and support, and prioritize the welfare of groups or populations that may be at a heightened risk of being adversely impacted in relation to FIFA World Cup 2026™ activities.⁴²

1.2.1 Preventing Gender-Based Violence Priority Area

⁴⁰ <https://vancouverfwc26.ca/poster>

⁴¹ <https://www.vancouverfwc26.ca/road-to-vancouver/vancouver-sonic-id>

⁴² Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

The Host Committee will continue to coordinate an inter-departmental response to critical gender safety issues in Vancouver, informed by its 2STGD+ Safety and Inclusion Action Plan and Women's Equity Strategy.

City of Vancouver Role

The City's role is to promote awareness of existing support resources for those that are at risk of or experience gender-based violence and those who may interact with this group and could recognize such risks.

Priority Actions

1. The Host Committee delivered FIFA-developed eLearning modules covering safeguarding, including sexual harassment, abuse, and exploitation, to event volunteers.
2. The Host Committee provided event volunteers with in-person, scenario-based training on acting as a supportive bystander.
3. The Host Committee has provided targeted funding support to community organizations that offer services to self-identified women and gender diverse individuals who are at risk of sexualized violence, for expanded outreach services and roaming foot patrols during the FWC26 event period, with a focus in and around event venues. Funding recipients include:
 - a. [Atira Women's Resource Society](#): Public realm outreach and foot patrols through the Downtown Eastside neighbourhood.
 - b. [Good Night Out](#): Roaming foot patrols through the Match Day Spectator Route and key downtown corridors⁴³, as well as the FIFA Fan Festival.
 - c. [Moccasin Maffia](#): Roaming foot patrols through the Downtown Eastside neighbourhood and other key risk areas, with a focus on serving Indigenous women, girls, and 2SLGBTQIA+ people.
4. The Host Committee has provided targeted funding support for [YWCA Metro Vancouver](#) to add drop-in hours at YWCA Crabtree Corner Community Resource Centre, that offers services to survivors and those at risk of sexualized violence.
5. The Host Committee has provided targeted funding support to [Battered Women's Support Services](#) to develop and deliver a targeted survivor safety and public awareness campaign throughout the event period to increase awareness of intimate partner violence and sexualized violence supports across Metro Vancouver.

1.2.2 Sex Worker Safety Priority Area

The City will continue to coordinate an inter-departmental response to sex worker safety issues in Vancouver, informed by its [Sex Work Response Guidelines](#). These Sex Work Response Guidelines were developed to promote a respectful, non-discriminatory and consistent approach among City employees who interact with anyone in the sex industry through the course of their duties.

⁴³ Note: Funding for foot patrols through the stadium spectator route and downtown corridors was provided through a City grant, as detailed in a [October 28, 2025 Vancouver City Council Report](#).
Host City Human Rights Action Plan – FINAL

Additionally, the Vancouver Police Department's Sex Work Enforcement Guidelines⁴⁴ set out a safety- and rights-focused approach to police interactions with individuals involved in sex work. The VPD Guidelines prioritize the safety, dignity, and well-being of sex workers, emphasize trauma-informed and proportional policing, and identify violence, exploitation, human trafficking, and youth involvement as enforcement priorities, while recognizing that consensual adult sex work is not an enforcement focus. The Guidelines also emphasize relationship-building with sex workers and community organizations, and the use of the least intrusive response necessary, consistent with public safety and human rights obligations.

City of Vancouver Role

The City's role is to promote awareness of existing support resources for sex workers, with a focus on providing fair and unbiased treatment towards sex workers and promoting their safety, dignity, and well-being.

Priority Actions

1. The City will continue to apply its Sex Work Response Guidelines⁴⁵ and deploy its Social Policy team to liaise with community and identify community needs and responses.
2. The Host Committee provided targeted funding support to community organizations serving and supporting sex workers for expanded outreach and support services during the FWC26 event period, through key city corridors. Funding recipients include:
 - a. [BC Coalition of Experiential Communities](#): Additional outreach to indoor sex workers.
 - b. [PACE Society](#) and [Downtown Eastside Women's Centre](#): Provision of a temporary drop-in space, and public realm outreach, serving sex workers based in the Downtown Eastside neighbourhood.
 - c. [RainCity Housing and Support Society](#): Additional outreach and services to support outdoor sex workers along the Kingsway corridor.
 - d. [SWAN Vancouver Society](#): Increased outreach services to im/migrant indoor sex workers, including delivery of harm reduction supplies, health and safety information, and connection to case management support workers.
 - e. [WISH Drop-In Centre Society](#): Enhanced outreach services to sex workers along the Hastings Street corridor.

1.2.3 MMIWG2S+ Response Priority Area

In 2022, the City adopted the MMIWG2S Response Report⁴⁶, which called for the implementation of many recommendations from two historic reports:

- Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside⁴⁷
- Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls⁴⁸

⁴⁴ <https://vpd.ca/wp-content/uploads/2026/04/sex-work-enforcement-guidelines-2025.pdf>

⁴⁵ <https://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

City of Vancouver Role

The City's role is to continue to implement the recommendations adopted in the MMIWG2S Response Report in the planning and delivery of FWC26.

Priority Actions

1. The Host Committee City provided targeted funding support to *Moccasin Maffia* to provide expanded outreach and support to unhoused and vulnerable people, particularly Indigenous women, girls or 2SLGBTQQIA+ people during the event period.
2. As part of the Missing Person Alert Protocol trial phase, the City will activate a coordinated City-wide response if the VPD issues a public missing person alert during the FWC26 event period. Information related to the missing person will then be shared across FWC26 event venues and with City staff to support timely awareness, coordinated response efforts, and community safety. This protocol originated as MMIWG2S+ Response but applies to all missing persons across the City.
3. The Host Committee will disseminate its [Know Before You Go](#) resources to outreach organizations serving Indigenous Peoples to share information on accessing public services on behalf of anyone requiring support.

1.2.4 Child Protection

All FWC26 venues will implement child protection measures, including lost-child protocols. Child protection is largely covered under British Columbia's Child, Family and Community Service Act⁴⁹ (CFCSA), with child protection services being delivered throughout the province by directors of child welfare. Indigenous governing bodies may also provide, through an Indigenous authority, child protection services under their own Indigenous law.

Where child protection concerns involve possible criminal conduct, the Criminal Code of Canada sets out offences and governs criminal investigations by law enforcement agencies, such as the Royal Canadian Mounted Police and municipal police forces. In addition to involuntary child protection services, other services to support the well-being of children and youth in British Columbia may be provided by a director of child welfare, an Indigenous authority, the Ministry of Children and Family Development or local community agencies.

In the case of Indigenous authorities in Vancouver, the Vancouver Aboriginal Child and Family Services Society provides child and family services as delegated by the BC Ministry of Children and Family Development through a Delegation Enabling Agreement.

Under the CFCSA, anyone who suspects a child of needing protection, including due to abuse or neglect, has a duty to report their concern to a director of child welfare via a Provincial Centralized

⁴⁹ https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96046_01
Host City Human Rights Action Plan – FINAL

Screening hotline (1-800-663-9122). If a child is in immediate danger or the concern involves criminal conduct, the local police must be alerted via 911.

Actions

1. FWC26 venues under the Host Committee's purview, including the FIFA Fan Festival and Match Day Spectator Route, will implement child-protection measures, including lost-child protocols.
2. Venue staff and volunteers will be made aware of the required reporting avenues described above.

1.2.5 Survivor Supports

The Host Committee will promote awareness of available public supports, including those available via the Vancouver Police Department (VPD) Victim Services Unit (VSU). Victim Services staff members are not police officers; they are civilian employees of the VPD with specialized training in emotional support, crisis intervention, and communication skills, and with education in areas such as psychology, social work or other related disciplines.

VSU staff are available to provide free and confidential support to victims, witnesses, and family members affected by crime and trauma. This includes on-scene crisis intervention when initiated by police, emotional support, practical assistance and support, and access to information on the Criminal Justice System and community resources.

Action

1. The Host Committee is promoting awareness of available public survivor supports and resources on its [Need to Know Information](#) page within its [Know Before You Go](#) campaign.

1.2.6 Ensuring awareness and enforcement of safeguarding measures

The City's FWC26 Integrated Safety and Security Unit ("ISSU") is a multi-agency group responsible for ensuring the safety and security of the event in Vancouver. It includes representatives from various law enforcement and public safety organizations across all levels of government. The unit's focus is on coordinating security efforts to create a safe environment for participants, visitors, and the local community.

Action

1. The Host Committee's FWC26 Integrated Safety and Security Unit will coordinate and share information with all relevant authorities to ensure they are informed and understand all human rights safeguarding measures.
2. The Host Committee delivered FIFA-developed eLearning modules covering safeguarding, including identifying various forms of harassment, abuse and exploitation to event volunteers.

3. The Host Committee provided event volunteers with in-person, scenario-based training acting as a supportive bystander.
4. The City will assign a resource on Vancouver match days to coordinate with organizations with a role in maintaining public realm safety, including community organizations, community policing centres and business improvement associations, with the intention of supporting the effective deployment of teams in alignment with high activity match periods.

1.2.7 Human Trafficking Priority Area

Human trafficking is a criminal offense under Canada's Criminal Code, as well as Canada's Immigration and Refugee Protection Act. In its consultation with community, organizations stressed the importance of not conflating human trafficking with consensual adult sex worker, who are human rights holders to safety, dignity, and protection from violence. That said, consultation with community also noted a desire for vigilance surrounding trafficking risk associated with labour trafficking (described in Part II, Issue 9), Indigenous women and girls, as well as child sexual exploitation.

The Host Committee is aware of human trafficking awareness campaigns that have been launched prior to the start of FWC26; however, it is not involved in the curation or dissemination of these. For instance, the B.C. Restaurant and Foodservices Association, in partnership with the Human Trafficking Network of British Columbia, provided two seminars in spring 2026 focused on increasing awareness and providing practical tools to help hospitality teams recognize and respond to potential human trafficking situations.

YVR also addresses human trafficking risk through staff training and targeted awareness campaigns to help travelers and employees recognize and report trafficking indicators. YVR formed a partnership with #NotInMyCity, a Canadian organization dedicated to preventing and ending human trafficking and sexual exploitation, in November 2023.

City of Vancouver Role

The City's role is to promote awareness of existing support resources for those that are at risk of human trafficking themselves and those that may interact with this group and could recognize risk.

Priority Actions

The Host Committee will seek to increase awareness of VictimLinkBC and the Canadian Human Trafficking Hotline via its communication channels and [Know Before You Go](#) campaign.

Note: In conversations with community members, sex worker advocacy organizations indicated a preference for utilizing VictimLinkBC for crisis support pertaining to sexual violence. That said, the Host Committee recognizes that human trafficking extends beyond non-consensual sex work and notes that this is an important resource for victims of human trafficking, particularly as it relates to Indigenous women, girls, and 2SLGBTQIA+ people, child sexual exploitation, and instances of labour trafficking.

Issue 3: Safety and Well-Being

A tournament environment that aims to provide for public safety in a way that protects human dignity and maintains and upholds the human rights of all persons in relation to FIFA World Cup 2026™ activities.⁵⁰

1.3.1 Rights-respecting Security Protocols Priority Area

Vancouver Police Department (VPD) officers⁵¹ receive advanced training in de-escalation strategies as well as diversity and cultural awareness training.

This includes:

- *Trauma-Informed Practice (TIP) Foundations for Justice, Public Safety, and Anti-Violence Community Sectors in British Columbia:* Impact of trauma, violence, and/or abuse on victims, survivors, and witnesses, as well as strategies for minimizing risk of re-traumatization.
- *Crisis Intervention and De-Escalation:* Effectively discern, assess, and respond to crisis versus conflict, while implementing crisis intervention, de-escalation, risk assessment, verbal and non-verbal communication tools and strategies.
- *Fair and Impartial Policing:* Emphasizes the duty of all employees to provide services impartially and equitably, without discrimination, in a manner that upholds human rights.
- *Indigenous Awareness 101: Promoting Cultural Safety:* Developed in collaboration with Indigenous communities and the VPD's Diversity, Inclusion and Indigenous Relations section and related legislative frameworks, the history and impact of colonization, stereotypes, privilege and unconscious bias.
- *Anti-Racism Awareness:* A historical overview, current situations, and strategies to move forward. Concepts covered include Canadian government laws and policies, the Canadian context for race relations and racism, the impact of racism on the Criminal Justice System, and practical guides for understanding these dynamics.
- *BC Human Rights:* An introduction and development of human rights protections, protected grounds, discrimination and the human rights tribunal process as it pertains to the workforce.
- *Sex Work Awareness:* An overview of sex work and the impact it has on society in Canada.
- *Human Trafficking:* An overview of the legal authorities around human trafficking, the trafficking process, contributing factors, victim-centered trauma-informed approaches to human trafficking investigations.

City of Vancouver Role

Through its role in the FWC26 Integrated Safety and Security Unit (ISSU), the City will work with VPD, the Royal Canadian Mounted Police (RCMP), and City-contracted private security services to inform the relevant security agencies supporting the event delivery of the potential human rights risk to vulnerable populations who may interact with security activities.

⁵⁰ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf

⁵¹ <https://vpd.ca/wp-content/uploads/2022/04/our-commitment-to-the-community.pdf>

Priority Actions

1. The Host Committee's FWC26 Integrated Safety and Security Unit will plan its security measures in accordance with all relevant requirements, laws and policies aimed at the protection of vulnerable groups.
2. Vancouver Police Department (VPD) officers will continue to receive advance training concerning de-escalation strategies, diversity and cultural awareness.

1.3.2 Right to Privacy, Responsible Use of Personal Data, and AI technology, and Surveillance

The City's Privacy Policy establishes the City's privacy practices for the collection, use, disclosure, access, storage, retention, and disposal of Personal Information, as required by the Provincial Freedom of Information and Protection of Privacy Act (FIPPA)⁵², other legislation and fair information practices.

The Privacy Policy covers these subjects:

1. *Compliance*: All persons affiliated with the City must follow FIPPA.
2. *Accountability*: City staff, volunteers and service providers each have specific responsibilities.
3. *Collection*: Only minimal personal info may be collected, with legal authority and usually directly from individuals.
4. *Notice and Consent*: Individuals must be informed of the purpose and legal authority for collecting personal information and consent must be obtained when needed.
5. *Use and Disclosure*: Information collected is limited to the original purpose, consistent uses, consent, or legal authorization.
6. *Access and Accuracy*: Individuals can access and correct their personal information and the City must make every effort to ensure its accuracy.
7. *Storage*: Information must be stored in Canada unless a Privacy Impact Assessment is completed and additional approvals are acquired.
8. *Security*: Technological, physical, and administrative safeguards are mandated to prevent unauthorized access to personal information.
9. *Retention and Disposal*: Personal information must be retained for at least one year if used to make decisions. The City must follow its Records Management By-law and Information Management Policy.
10. *Openness*: The Privacy Policy and practices must be publicly available.
11. *Breaches*: Unauthorized collection use or disclosure of personal information in custody and control of the City constitutes a privacy breach and notifications to the impacted individual may be required.
12. *Investigations*: Complaints and breaches must be reported immediately, and may be followed by an investigation leading to disciplinary action

Vancouver Police Department policies on collection of information, including personal information are outlined in their Regulations and Procedures Manual⁵³. This manual includes a section on the criteria for the deployment of Remotely Piloted Aircraft Systems (RPAS).

⁵² https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96165_00

⁵³ <https://vpd.ca/wp-content/uploads/2026/01/regulations-and-procedures-manual.pdf>

Action

1. As part of its Host City security requirements prescribed by FIFA, the City has installed closed-circuit television (CCTV) cameras around key event venues and locations that will only be activated during the event period. The Host Committee performed privacy impact assessments for these CCTV cameras that were shared with the Office of the Information and Privacy Commissioner for B.C. for review and feedback. These cameras will be decommissioned following the FWC26 event.

1.3.3 Public Health Guidance

Vancouver Coastal Health (VCH) serves as the health authority of jurisdiction within the Host City and is responsible for issuing all relevant public health guidance. In preparation for FWC26, VCH has developed public health recommendations covering the following areas:

1. Prevention of enteric food-borne illness and water-borne illness
2. Prevention of sexually-transmitted infections
3. Prevention of blood-borne infections
4. Prevention of vector-borne infections
5. Toxic drug crisis
6. Cannabis
7. Prevention of injuries
8. Prevention of vaccine-preventable infections

Action

- The Host Committee will work with VCH to appropriately amplify messaging relating to public health advisories, as well as share the recommendations with visitors via the [Need to Know Information](#) webpage within the [Know Before You Go](#) campaign.
- The Host Committee has provided the public health recommendations with the diplomatic community in Vancouver to share with their nationals who may be visiting the city to participate in FWC26.

Issue 4: Freedom of Assembly, Opinion, Expression, and the Press

A tournament environment that aims to respect and protect the right to peaceful assembly, the right to freedom of opinion and expression, and freedom of the press, and emphasizes the protection of human rights defenders, journalists, and other media workers.⁵⁴

1.4.1 Discrimination/Violence, Rights to Peaceful Assembly and Freedom of Expression**Priority Area**

The Canadian Charter of Rights and Freedoms protects the rights to peaceful assembly and freedom of expression. The Criminal Code of Canada prohibits violence, intimidation, and

⁵⁴ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

harassment. Additionally, the City regulates religious and political expression via its Street and Traffic Bylaw.

City of Vancouver Role

Through its role in the FWC26 Integrated Safety and Security Unit, the City will ensure VPD, RCMP, and City-contracted security services are aware of all the rights supporting free expression.

Priority Actions

1. Vancouver Police Department and other law enforcement agencies with jurisdiction will implement their security measures in accordance with all relevant laws, requirements and policies aimed at protecting the rights of peaceful assembly and freedom of expression.
2. There is an established media accreditation process managed by FIFA for in-stadium tournament coverage that reporters will need to proceed through. There will also be an unaccredited media centre at the FIFA Fan Festival site. The City will also continue to provide an avenue for access to accredited and unaccredited media representatives to contact which is monitored seven days a week: media@vancouver.ca.

Issue 5: Accessibility for Persons with Disabilities and/or Limited Mobility

A tournament environment that is accessible to all, including in relation to the distribution of information, particularly public safety campaigns and information about accessibility, and features the principles of universal design and/or reasonable accommodation.⁵⁵

1.5.1 Accessibility Priority Area

The City has a robust Accessibility Strategy developed through extensive engagement with the Disability community. This strategy along with the Accessible British Columbia Act⁵⁶ and Accessible Canada Act⁵⁷, will be implemented at all FWC26 venues. Accessibility is also an integral component of the Host City FWC26 Mobility Plan.

The recently constructed PNE Amphitheatre, which will show matches and musical performances as part of Vancouver's FIFA Fan Festival's 28 days of operations, was certified gold by the Rick Hansen Foundation Accessibility Certification™, a rating system that measures and certifies the level of meaningful access of buildings and sites.

TransLink, the regional public transportation provider, aids travelers with mobility needs, including providing physical infrastructure (elevators, fare gates, vehicle doors) that accommodate travelers with wheelchairs and other mobility devices, as well as availing attendants at SkyTrain stations to support travelers with mobility needs.

⁵⁵ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf

⁵⁶ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019>

⁵⁷ <https://laws-lois.justice.gc.ca/eng/acts/A-0.6/FullText.html>

Vancouver International Airport (YVR), the main port of entry for spectators, has several accessibility travel resources in the terminal for travelers with disabilities, including:

- Dedicated Customer Care staff and Green Coat volunteers trained on interacting with people with disabilities
- Visual interpretation via the Aira app
- Resource kit and video series assisting neurodivergent travelers and their families
- Supporting travelers with hidden disabilities via the globally recognized Hidden Disabilities Sunflower Program
- On-demand translation services
- Hearing loop systems across the airport at all information counters

YVR also makes accessible transportation options available for those travelling to and from the airport, including accessible taxi service, courtesy shuttles that accommodate wheelchairs and mobility aids, as well as designated pick-up and drop-off areas at the curb.

City of Vancouver Role

The City's role is to implement its Accessibility Strategy supporting the full participation of persons with disabilities by establishing and maintaining inclusive services, including accessible signage and directions, programs and infrastructure and by identifying, removing and preventing barriers.

Priority Actions

1. The Host Committee will ensure accessibility requirements are met at FWC26 events within its purview, including the training sites, FIFA Fan Festival and the Match Day Spectator Route.
2. Rick Hansen Foundation conducted an accessibility audit at the FIFA Fan Festival site. Accessible entrance/exits, parking, transportation, site navigation, viewing options, support for sensory related requirements, elders, and youth safety were included as part of the review scope to identify visible and invisible barriers. The audit identified some opportunities for improvement in design of parking areas, pedestrian paths and entrances to support an inclusive and accessible event experience, which the Fan Festival team is actively implementing. The Rick Hansen Foundation will further conduct an onsite review of the FIFA Fan Festival prior to its opening.
3. Event wayfinding and signage will include symbols and directional arrows to provide visual cues for people who rely on symbols rather than written text to navigate and orient themselves. Further, egress signage includes maps to support users to identify the most appropriate exit routes and nearby transportation options, reduce confusion and support independent wayfinding. Additionally, event volunteers will be stationed around the stadium, spectator route, and downtown before and after matches to assist with guiding spectators to and from the stadium.
4. The FIFA Fan Festival features several accessibility measures that support inclusion of a diversity of experiences:
 - a. Two dedicated accessible parking lots (70 spaces and 34 spaces) placed nearby key event activations to shorten travel distance for users who may need to rest after

- long periods of mobility. A parking attendant is stationed in these lots to assist passengers with accessibility needs.
- b. Dedicated volunteers available on-site to support mobility needs for individuals who may require support with navigation, wayfinding, or physical movement throughout the site.
 - c. Two accessible viewing areas offered at two screening sites, equipped with 15-amp power outlets to provide charging access for electric wheelchairs and other assistive devices.
 - d. A designated sensory room providing a quiet, low-stimulation retreat designed for guests who may experience sensory overload, anxiety, or fatigue, supporting emotional regulation and allowing users to rest and re-engage with the event when ready.
 - e. Information kiosks offer sensory kit distribution to provide tools such as noise-reducing or tactile supports for people with sensory sensitivities, helping them better manage their environment and participate more comfortably in the event.
 - f. A golf cart is available to assist with travel between key event activations to support individuals who have difficulty walking long distances or who experience fatigue, pain, or limited endurance.
 - g. Temporary wheelchairs for guests with limited mobility to provide short-term mobility support for individuals who may not have brought a mobility device but require assistance to comfortably navigate the site.
 - h. The Hidden Disabilities Sunflower Program enables visitors to self-identify as having a hidden disability to signal to event staff and volunteers that they may require added assistance in navigating the event site.
 - i. A service dog relief area featuring a grass surface to provide a comfortable, dignified, and appropriate space for service animals to rest and relieve themselves.
5. On the seven match days, the Match Day Spectator Route features dedicated accessible pick-up and drop-off to the spectator route to support safe loading and unloading for people who arrive by private vehicle, HandyDART, or taxi. Further, a golf cart will be available to assist with travel between drop-off/pick-up points and the stadium entrance to support individuals who have difficulty walking long distances or who experience fatigue, pain, or limited endurance.
 6. The Host Committee delivered FIFA-developed eLearning modules covering accessibility to event volunteers.
 7. B.C. Pavilion Corporation (PavCo), the owner and operator of BC Place Vancouver, has made capital upgrades to the stadium for more accessible guest accommodation, including adding three new passenger elevators. During the event period, the stadium will feature the following accessibility programs and services:
 - a. Designated and marked wheelchair accessible parking spaces.
 - b. Three categories of accessible seating, with up to three companion seat purchases available per accessible ticket.
 - c. Adult changing rooms for adults with disabilities to have a dignified place to change and clean up when required.

- d. Assistive listening devices that amplify sound for hard of hearing individuals, which are available to amplify what is heard over the PA system.
 - e. Audio descriptive commentary available to blind and low vision fans through FIFA's tournament app. Guests are asked to bring their own headphones for this service.
 - f. Captioning provided on screens through an app-based link that allows deaf and hard of hearing fans to follow audio content in the stadium.
 - g. Lowered counters and bars at concession spaces to accommodate wheelchair users and others using mobility devices.
 - h. OneCourt, an assistive device that allows fans who are blind or have low vision to follow a live match through touch.
 - i. Sensory kits provided for fans and others with disabilities who become overwhelmed by sights or sounds in the stadium.
 - j. Sensory rooms providing dedicated low sensory spaces to allow space to get away from noise and sensory overload.
 - k. Sign language commentary will be provided for all matches available through a link in the FIFA app, allowing deaf fans to fully immerse themselves in the matches.
 - l. Wheelchair / mobility escort for fans with disabilities who need assistance navigating to their seats due to limited mobility or other disabilities. A host will assist them to navigate the stadium to their seats. It is also available to exit the stadium after the matches.
8. The Host Committee Host City website includes accessibility features for visitors with visual impairments, including enabling use of screen readers and compliance with the Web Content Accessibility Guidelines.
- a. The *Know Before You Go* content hosted on the Host City website is available in English, French, Spanish, Punjabi, Traditional Chinese, Simplified Chinese, Arabic, Turkish and German, reflecting the primary spoken languages in Vancouver, as well as the primary languages of the national teams playing matches in Vancouver.
9. The Vancouver Police Department (VPD) ensures accessibility through specialized services for the deaf, hard-of-hearing, and speech-impaired community, including text with 9-1-1 in partnership with E-Comm 9-1-1, 7-1-1 TTY service, and visitor communication cards, and provides training to officers on engaging with individuals with disabilities, including partnerships for dementia support and autism-specific training.

Issue 6: The Welfare and Well-Being of Unsheltered Populations

A tournament environment that aims to prevent and mitigate the displacement of unsheltered populations in connection with the hosting and staging of the FIFA World Cup 2026™ through collaboration with the relevant authorities and promotes the welfare and human rights of all wherever the hosting and staging the FWC26 impacts unsheltered populations.⁵⁸

⁵⁸ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

1.6.1 Welfare, well-being and shelter needs of People Experiencing Homelessness and Housing Precarity *Priority Area*

1.6.2 Preventing Displacement of People Experiencing Homelessness and Housing Precarity *Priority Area*

1.6.1 and 1.6.2 will be addressed in conjunction with one another.

All provincial and municipal tenant protections will continue to apply throughout the period of FWC26. The Provincial Residential Tenancy Act⁵⁹ provides strong renter protections. Provincial short-term rental legislation⁶⁰, and City short-term rental regulations provide additional safeguards.

The City will continue to provide its homelessness services and programs throughout the FWC26, and work with applicable organizations and agencies towards ensuring people experiencing homelessness continue to have access to essential services, including free and low-cost meals, existing homeless shelters, storage services, and social and recreational programs.

People experiencing unsheltered homelessness will continue to be allowed to erect temporary shelter overnight in parks as per the Vancouver Board of Park and Recreation's ("Park Board") Parks Control By-law, which allows temporary shelters to be erected overnight in most of the City's parks with some limitations. As noted above in Section 1.1.2 *Housing Displacement*, the City will maintain services to people experiencing homelessness and housing precarity.

It is important to be transparent that the City's daily public realm management and by-law compliance work will continue across the city to ensure that parks remain usable by the whole community during the daytime and sidewalks and streets remain safe, clean, and accessible.

City of Vancouver Role

The City's role is to support the Province to provide support services for people experiencing homelessness and housing precarity – such as by enabling overnight shelters, hygiene services, low-cost meals, and storage access – to deploy outreach workers to connect people to social and health services, and to provide responsive and inclusive recreational and cultural services and opportunities through neighbourhood community centres and spaces.

The City, through the Vancouver Board of Parks and Recreation ("Park Board"), has a by-law that allows for people experiencing homelessness to shelter overnight in parks, subject to specific provisions.

BC Housing provides funding to 36 year-round and temporary homeless shelters operating throughout Vancouver, providing temporary but immediate places to stay for anyone who is homeless or at risk of homelessness. Earlier this year, BC Housing extended the operating funding for temporary shelters at Aboriginal Front Door Society (390 Main St), the Nest (320 Alexander St),

⁵⁹ https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/02078_01

⁶⁰ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/23032>

and the Evelyn Saller Centre (124 Dunlevy Ave) through to September 30, 2026, providing the following for the City's vulnerable residents throughout the FWC26 event period:

- Increased number of overnight shelter spaces;
- Daytime drop-in space; and
- At Aboriginal Front Door Society, a daytime drop-in space and storage program allowing people to store their belongings.

Priority Actions

1. The Parks Control By-law continues to allow temporary shelters to be erected overnight in most City parks by people experiencing homelessness. While the Park Board and City's regular daily public realm and by-law compliance work will continue throughout the duration of the games, the City's work will continue to be informed by trauma-informed practices.
2. The City will continue to provide outreach services, assisting people experiencing homelessness and housing precarity to access essential services through its Homelessness Services Outreach Team.
3. The City will continue to operate its three inner-city community centres, providing low-cost meals, hygiene services, and recreational and cultural programming for low-income residents, including those experiencing homelessness and housing precarity.
4. The Host Committee will work with the community service partners as described in priority standards 1.2.1 (Gender and Sex Worker Safety) and 1.3.1 (Rights Respecting Security Protocols) to deploy de-escalation resources to support safe and respectful interactions between venue visitors and vulnerable populations.
5. The City will extend programming at three City-operated indoor spaces located in Vancouver's Downtown Eastside and Downtown South during the seven Vancouver match days to provide respite space for people experiencing homelessness and housing precarity from event-related traffic. Further, these spaces will be activated to show FWC26 matches throughout the tournament to provide visitors with an opportunity to enjoy and participate in the event. Where there are matches in the evening, the indoor spaces listed below will extend their operating hours to accommodate timing. Locations include:
 - a. Carnegie Community Centre
 - b. The Gathering Place Community Centre
 - c. Evelyne Saller Centre
6. The City will provide programming at two City-operated outdoor spaces located in Vancouver's Downtown Eastside during four Vancouver match days to provide additional respite space for people experiencing homelessness and housing precarity from event-related traffic. Locations include:
 - a. Balmoral Hotel site outdoor activation
 - b. Oppenheimer Park Fieldhouse

See also section 1.1.2 Housing Displacement

Issue 7: Preventing and Mitigating Adverse Environmental Impacts

A tournament environment where measures are adopted to protect the environment and prevent and mitigate environmental degradation and its impacts on human rights.⁶¹

1.7.1 Mitigating adverse environmental impacts on disproportionately impacted groups or populations

The City will provide waste collection, recycling and composting services for waste generated at event sites to divert waste from city streets, which can disproportionately affect residents and those experiencing homelessness and housing precarity. As further explained in section 2.10.1 (Inclusive Hiring Protocols), the City has contracted with a local social enterprise, the Binnars' Project, to support waste management and sorting within the FIFA Fan Festival and Match Day Spectator Route. More broadly, the City will plan and deliver the event in accordance with its existing environmental and sustainability priorities and policies. Such policies include prioritizing low-carbon transportation alternatives for travelling between event venues and sustainably sourcing event requirements to minimize the adverse environmental impacts of hosting the event, including to disproportionately impacted populations.

Actions

1. The Host Committee will plan and deliver the event in accordance with its existing environmental and sustainability priorities and policies.
2. The City will provide waste collection, recycling and composting services for waste generated at event sites to divert waste from city streets.

1.7.2 Mitigating risk of environmental threats such as poor air quality and extreme heat.

The Vancouver Emergency Management Agency activates cleaner air spaces and cooling spaces in times of poor air quality and extreme heat and coordinates additional actions as needed, including with neighbourhood partners. Additionally, each year, the City's Engineering Services department activates cooling infrastructure, such as temporary water fountains and misting stations throughout the summer months.

Actions

1. The City's Vancouver Emergency Management Agency will continue to activate cleaner air spaces and cooling spaces in times of poor air quality and extreme heat and coordinate additional actions as needed, including with neighbourhood partners.

⁶¹ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

2. The City's Engineering Services department will continue to activate cooling infrastructure, such as temporary water fountains and misting stations throughout the summer months. The City will also collaborate with a community peer support team that provides daily supplementary cleaning of the fountains and misting stations to encourage user uptake and trust in the drinking water quality in the Downtown Eastside neighbourhood.
3. The Park Board will continue to implement cooling actions during times of extreme heat, including some extended hours and increasing water cooling options at specific facilities.
4. Shaded seating options and water stations will be distributed across the FIFA Fan Festival site to ensure people can stay hydrated and provide relief from heat exposure.

Part II: Workers' Rights

The staging and hosting of FIFA World Cup 2026™ will be made possible by a sizeable and diverse workforce across Canada, Mexico, and the United States. FIFA and Host City Committees are committed to making best efforts towards ensuring just and favorable working conditions in connection with the FIFA World Cup 2026™. These efforts extend to FWC26-related supply chains and include interns and independent contractors to the fullest extent permitted by law.⁶²

The City is committed to upholding all relevant laws surrounding workers' rights which is under the jurisdiction of the Province (or Canada in federally regulated workplaces). These laws protect workers from discrimination, provide for minimum wages and safe working conditions. With regard to FWC26, this commitment is most related to the City's procurement of external goods and services.

The City's commitment to responsible and sustainable procurement is reflected in its policies and will be adhered to during the planning and delivery of FWC26. The Vancouver Host Committee Lead, as well as the City's Manager of Contracts and Administration and the City's Manager of Sustainable and Ethical Procurement will review all materials from FWC26-related procurements to validate compliance with the City's relevant responsible contracting policies, including its Ethical Purchasing Policy⁶³ and Supplier Code of Conduct⁶⁴.

Issue 1: Non-Discrimination

Work environments connected to the hosting and staging of the FIFA World Cup 2026™ that are inclusive and free from discrimination in pay, hiring, promotion, discipline, or any other terms or conditions of work.⁶⁵

⁶² Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf

⁶³ <https://policy.vancouver.ca/AF01401.pdf>

⁶⁴ <https://policy.vancouver.ca/AF01401P1.pdf>

⁶⁵ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

2.1.1 Prohibit discrimination, and address potential gaps that may lead to discrimination in employment relationships and hiring

The City will continue to adhere to all provincial legislation governing hiring practices, including the BC Human Rights Code which prohibits discrimination in employment and the Province's Pay Transparency Act which requires employers to enhance transparency in their pay practices.

2.1.2 Ensure reasonable accommodation for persons with disabilities

The City will adhere to the BC Human Rights Code which governs the duty to accommodate persons with disabilities. The Code prohibits discrimination regarding employment on the basis of disability and requires employers to accommodate, with certain exceptions. The City's Accessibility Strategy, developed in accordance with the Accessible British Columbia Act, provides further guidance in this regard.

City employees have access to mental health resources, such as counselling services, through their Employee and Family Assistance Program.

2.1.3 Ensure equal remuneration for work of equal value

The BC Employment Standards Act sets out minimum wage requirements, and the BC Human Rights Code requires equal pay for similar or substantially similar work regardless of sex. As of June 1, 2026, this rate will increase to \$18.25 per hour, keeping it among the highest in Canada.

The City reviews job descriptions and assigns wages and compensation irrespective of sex, focusing on the skills, responsibilities, and qualifications necessary for each role to ensure equitable and unbiased pay practices.

Issue 2: Fair Wages

Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where workers, whether directly or indirectly employed, classified as employees or independent contractors, are fully and legally compensated for all hours worked and provided with fair wages, which provide for a decent living for themselves and their families.⁶⁶

2.2.1 Full legal compensation for all workers connected to the delivery of FIFA World Cup 2026™

⁶⁶ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

The City will abide by its legal obligations with respect to wages for City employees involved in the planning, delivery, and operation as well as decommissioning of the FWC26, as required by the BC Employment Standards Act, applicable collective agreements, and/or individual employment contracts. Moreover, any procurement related to the planning and delivery of FWC26 will be subject to the City's Ethical Purchasing Policy and Supplier Code of Conduct.

Issue 3: Safe and Healthy Workplaces

Work environments connected to the hosting and staging of the FIFA World Cup 26™ that provide adequate and effective training and personal protective equipment at no cost to workers and implement relevant health and safety standards and monitoring plans to prevent occupational accidents and disease.

2.3.1 Monitoring and enforcement of health and safety standards

The City will continue to adhere to the applicable provincial Occupational Health and Safety requirements established under BC's Workers Compensation Act and requiring minimum employer obligations and safety standards for workers.

2.3.2 Access to personal protective equipment and accommodation for specific worker needs (ex. hygiene facilities, breastfeeding facilities)

The City will continue to adhere to the governing provincial Occupational Health and Safety Regulation established under the Workers Compensation Act.

2.3.3 Training on occupational health and safety standards

The City will continue to adhere to the governing provincial Occupational Health and Safety requirements established under the Workers Compensation Act.

2.3.4 Right to refuse unsafe work

The City will continue to adhere to the governing provincial Occupational Health and Safety Regulation established under the Workers Compensation Act that mandates workers have a right to refuse, and must not carry out, work that would create an imminent danger to themselves or others.

2.3.5 Access to safe transportation for all workers to and from work

Vancouver is served by a regional public transportation provider, TransLink, who has well-established systems and protocols governing rider safety. In addition, TransLink operates Metro Vancouver Transit Police, a dedicated transit police service and Transit Security, a 24/7 security

service serving the public transportation network. Representatives from Metro Vancouver Transit Police and Transit Security have and will continue to be engaged in the event safety and security planning.

Event staff and volunteers will be encouraged to use active modes of transportation to travel to work, including walking and cycling, as a safe and sustainable means of transport.

Issue 4: Rest and Reasonable Limitation of Working Hours

Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where workers, regardless of their employment status, enjoy responsible limitations on daily and weekly working hours, daily and weekly rest periods, proper pay for overtime hours, and paid time off, including the use of, where appropriate, flexible working schemes.⁶⁷

2.4.1 Fair scheduling

The City will continue to abide by its legal obligations set out in the BC Employment Standards Act, collective agreements and/or individual employment contracts, which include provisions regarding lawful hours of work, work scheduling, rest, overtime pay (where applicable) and paid time off (where applicable).

2.4.2. Voluntary and adequately compensated overtime

The City will continue to abide by its legal obligations set out in the BC Employment Standards Act, and applicable collective agreements and/or individual employment contracts which address entitlement to compensation for overtime work (where applicable).

2.4.3 Adequate sick leave

The BC Employment Standards Act establishes minimum protections for paid and unpaid sick leave for employees. In British Columbia, employees become eligible for five paid sick days and three unpaid sick days each year under the Employment Standards Act once they have completed 90 days of employment. This leave applies when an employee is unable to work because of illness or injury.

The City will continue to abide by its legal obligations to provide paid and unpaid sick leave, as established by the Employment Standards Act, its collective agreements, and exempt employee benefit plans, which exceed the minimum standards.

⁶⁷ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

Issue 5: Freedom of Association and Collective Bargaining

Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where workers have the right to establish and join organizations of their own choosing and to engage in collective bargaining through representatives of their own choosing without experiencing opposition, intimidation, coercion, interference, retaliation, or the threat of retaliation, or similar conduct, and where unions who seek to represent workers connected to the hosting and staging of the FIFA World Cup 2026™ have reasonable access without threat or interference.⁶⁸

2.5.1 Freedom of Association and Collective Bargaining

The City will continue to abide by its legal obligations under the BC Labour Relations Code that mandates employees' freedom to participate in a trade union and requires that both unions and employers must bargain in good faith and make reasonable efforts to reach a collective agreement. The City has existing collective bargaining agreements with several unions and will continue to honour the commitments contained within those agreements in its delivery of the FWC26.

2.5.2 Employer commitment to neutrality towards workers organizing to form or join a union, and further recognition of such union in a collective bargaining process. This includes prohibition of interference towards workers who exercise their rights to form a union.

The City will continue to adhere to the BC Labour Relations Code that prohibits employers from interfering with the formation of a trade union and requires employers to bargain with unions in good faith.

2.5.3 Reasonable access for representatives of labour organizations to perform their representative functions in the workplace.

The City will continue to adhere to the BC Labour Relations Code that governs fair labour practices with respect to union activity in the workplace, as well as applicable collective agreement provisions.

Issue 6: Prohibiting and Addressing Harassment and Abuse at Work

Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where workers are protected from physical, emotional, and psychological violence, exploitation, discrimination, harassment, and abuse in the workplace, including gender and sexual orientation-based violence and harassment.⁶⁹

⁶⁸ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf

⁶⁹ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

2.6.1 Prohibiting and addressing violence, discrimination, harassment and abuse at work

Harassment and bullying are prohibited in the workplace as outlined in the Workers Compensation Act and Occupational Health and Safety Regulation. In addition, the BC Human Rights Code prohibits harassment which is connected to any protected ground (including but not limited to gender, sex, race, ethnicity, etc.).

WorkSafeBC provides detailed policy and guidelines on reporting procedures and employer response obligations. Employers, workers, and supervisors must all take reasonable steps to prevent workplace bullying and harassment.

Specific to City of Vancouver staff, the City's Respect in the Workplace Policy identifies specific roles and responsibilities for employees and leadership in preventing and addressing harassment and includes procedures for reporting, resolution and corrective actions.

The City's Supplier Code of Conduct includes language specifying that suppliers are required to treat workers with respect and dignity and ensure workers are not subjected to any form of physical, sexual, psychological, or verbal harassment or abuse.

2.6.2 Confidential (and anonymous if requested) procedures for reporting incidents of such prohibited conduct that result in swift action

The City's Respect in the Workplace Policy and associated Procedure provides City employees with guidance on how to report incidents of harassment, as well as the City's commitment to responding to such reports.

The City's Supplier Code of Conduct includes language specifying that suppliers are required to provide workers with access to express concerns directly to management or City representatives. In the case of FWC26-related procurements, the Host Committee Lead and Manager, Contracts & Administration would serve as the City representatives.

2.6.3 Trainings on harassment and abuse at work that covers gender-based violence and harassment for all workers and management, and cover violence and harassment on the basis of all gender identities and sexual orientations

The City, through its Learning Management System SuccessFactors, requires that all employees complete an e-course on preventing and addressing harassment in the workplace. The course covers violence and harassment on the basis of all gender identities and sexual orientations.

Issue 7: Forced Labour and Labour Trafficking

Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where forced labor and labor trafficking and is strictly prohibited and adequate measures are taken, individually and

*collectively, to prohibit and sanction labor trafficking in relation to goods, services or procurement connected to the hosting and staging of the FIFA World Cup 2026™.*⁷⁰

2.7.1 Due diligence for potential high-risk procurements

2.7.2 A survivor-informed approach to identifying, combatting, and remedying labour trafficking

2.7.3 Confidential procedures for reporting incidents of such prohibited conduct

2.7.1, 2.7.2 and 2.7.3 will be addressed in conjunction with one another.

The City will continue to abide by internal procurement policies governing ethical procurement. This governance includes the Procurement Policy and Ethical Purchasing Policy, supported by a Supplier Code of Conduct, which ensure safe and healthy workplaces for the people who make products for the City by prohibiting suppliers from using forced, illegal or prison labour, including indentured or bonded labour, or any form of compulsory labour and ensuring human and civil rights conditions follow the core labour conventions of the International Labour Organization.

The Host Committee Lead, as well as the City's Manager of Contracts and Administration and the City's Manager of Sustainable and Ethical Procurement will review all material procurements to validate compliance with the City's relevant responsible contracting policies.

Issue 8: Child Labour

*Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where child labor is strictly prohibited and adequate measures are taken, individually and collectively, to prohibit and sanction child labor in relation to goods, services, or procurement connected to the hosting and staging of the FIFA World Cup 2026™.*⁷¹

2.8.1 Prohibition of child labour

The City will continue to abide by its legal obligations under the Regulations of the BC Employment Standards Act governing the employment of children. Additionally, in accordance with the Host City Framework guidance, the Host City will restrict children younger than age 15 from performing work for the event.

2.8.2 Due diligence for potential high-risk procurements

The City will continue to abide by internal procurement policies governing ethical procurement and supplier conduct. The City's Supplier Code of Conduct, which all City suppliers are required to abide by, includes specific language prohibiting suppliers from hiring people under the age of 15.

⁷⁰ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf

⁷¹ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

Furthermore, workers in the age group of 15-17 must at minimum abide by the working standards prescribed by the United Nations Convention on the Rights of the Child.

Issue 9: Migrant Workers' Rights

Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where migrant workers and their families, regardless of employment or immigration status, have human rights protections throughout the entire employment relationship, including when employers initiate recruitment.⁷²

2.9.1 Access to human rights information for migrant workers in a language and format they understand

The Host Committee will promote awareness of available public supports for migrant workers via its [Know Before You Go](#) campaign, including the [Migrant Workers Centre](#), that provide services in multiple languages.

2.9.2 Access to legal representation for work-related issues

The Host Committee will promote awareness of available public supports for migrant workers, including the Migrant Workers Centre, that promotes and advance access to justice for migrant workers by providing legal support, system navigation, advocacy, research, public education and engaging in law and policy reform initiatives.

2.9.3 Addressing potential threats of economic coercion

2.9.4 Ensuring that migrant workers retain identification documents and can move freely

2.9.3 and 2.9.4 will be addressed in conjunction with one another

In British Columbia, the Temporary Foreign Worker Protection Act⁷³ prohibits an employer from unlawful threats or actions, including for making a complaint, and prohibits an employer from taking the passport or official documents of a Temporary Foreign Worker.

The City, including its Board of Parks and Recreation and the Vancouver Public Library, have Access Without Fear policies. These aim to allow residents with uncertain or no immigration status to access City services without fear of having their status reported to other government agencies or facing detention or deportation. The policy requires City staff to avoid asking for immigration status and to keep such information confidential unless legally required to disclose it. This initiative supports the well-being of all residents by removing barriers to essential services.

⁷² Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf

⁷³ <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/18045>
Host City Human Rights Action Plan – FINAL

The Vancouver Police Department (VPD) Guidelines on Police Requests Related to Immigration Status ensure that victims, witnesses, and complainants can access VPD services without fear of their immigration status being disclosed or used against them by police. While officers are generally prohibited from asking about or sharing immigration status during investigations, they retain discretion to inquire if there is a genuine and bona fide reason, such as public safety or when required by a court or Crown counsel. The policy aims to encourage people, including undocumented individuals, to report crimes and access police assistance without fear of detention or deportation.

Issue 10: Inclusive Hiring Protocols

*Work environments connected to the hosting and staging of the FIFA World Cup 2026™ where employers adopt and implement inclusive, targeted, and local hiring protocols that ensure equal opportunity of employment for underserved communities and individuals who face barriers to employment without discrimination of any kind, with a focus on additional workers hired to perform work connected to the hosting and staging of FIFA World Cup 2026™.*⁷⁴

2.10.1 Inclusive Hiring Protocols

The BC Human Rights Code prohibits employers from refusing to employ an individual on the basis of any protected ground, which includes but is not limited to Indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital/family status, disability, sex, sexual orientation, gender identity or expression, or age. The City will continue to abide by its legal obligations in that regard.

Via the City's procurement policies, the Host Committee will provide inclusive hiring practices in contracts related to the planning and delivery of FWC26. Additionally, in April 2024, Vancouver City Council directed staff to work with FWC26 hosting partners to explore community benefit opportunities associated with planning and delivery of the 2026 FIFA World Cup, including social procurement, local procurement and local, inclusive employment. The City will also work with its hosting partners to identify specific opportunities for diverse and inclusive hiring associated with event delivery.

As of the date of this report, in addition to the contracts already noted above to support responses in areas such as gender safety, the City has contracted with the following low-barrier and inclusive employers to support event delivery:

- Make Way Charitable Foundation, doing business as Binnens' Project, to provide waste management, diversion, and recycling services within the stadium Match Day Spectator

⁷⁴ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

Route on the seven match days and throughout the 28 days that the FIFA Fan Festival will be open.

- [Binnings' Project](#) is a Vancouver-based social enterprise that delivers fee-for-service waste sorting and diversion services by employing informal recyclers (“binners”) as trained waste diversion workers. Its programs create low-barrier, paid employment that recognizes lived experience, reduces stigma, and provides reliable income opportunities for individuals facing multiple barriers to traditional employment.
- Universal Group to provide traffic management and traffic control services, as well as implementation of traffic management plans and lane closures.
- [Universal Group](#) is a Canadian traffic management and control services provider offering traffic control personnel, lane closures, and traffic management planning for public infrastructure and major events. The organization supports inclusive employment through paid training, industry certification, and entry-level traffic control roles that provide accessible employment pathways for individuals with limited prior experience.
- [Vancouver Food Runners](#) will identify and rescue any surplus food generated at the FIFA Fan Festival by delivering it to over 130 community partners that work with people experiencing food insecurity.

Issue 11: Responsible Contracting and Transparent Dealings

Contracting practices where goods, services, and construction connected to the hosting and staging of the FIFA World Cup 2026™ are procured from contractors that demonstrate a commitment to respecting human rights and the environment and with standardized responsible procurement measures in place.⁷⁵

2.11.1 Responsible sourcing and procurement Priority Area

The City will continue to abide by internal procurement policies governing ethical procurement and supplier conduct. As noted in Issue 2.2 (Fair Wages), this includes requiring that any procurement abide by the City’s Ethical Purchasing Policy and Supplier Code of Conduct. The Supplier Code of Conduct specifies minimum performance standards where human and civil rights follow the core labour conventions of the International Labour Organization.

The Competition Bureau Canada has specifically established a mechanism⁷⁶ for reporting collusion in bidding for contracts related to FWC26.

Priority Action

⁷⁵ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf

⁷⁶ <https://competition-bureau.canada.ca/en/report-collusion-2026-fifa-world-cup-contracts>
Host City Human Rights Action Plan – FINAL

1. The City will continue to conduct procurements in accordance with the City's Ethical Purchasing Policy and Supplier Code of Conduct.

Part III: Access to Remedy

The City of Vancouver is committed to providing appropriate access to remedy for those whose human rights are impacted and are included within the scope of this Human Rights Action plan and within the City's jurisdiction. The Host Committee will work alongside FIFA to ensure there are clear procedures in place to provide remedy to persons whose rights are potentially adversely affected in the staging of the FWC26 in Vancouver. This involves establishing a mechanism for receiving and triaging complaints from FIFA's Reporting Portal that are unable to be resolved by FIFA. Where possible and appropriate, the Host Committee will direct complaints to existing governmental and non-governmental agencies depending on the nature of the complaint.

Issue 1: Effective Grievance Mechanisms and Remediation Processes

Grievance mechanisms and remediation processes where persons whose rights are potentially adversely affected in the context of the FIFA World Cup 2026™ have access to well-publicized, trusted, transparent, adequately staffed, and accessible mechanisms in the form of routinized, state-based, or non-state based, judicial or non-judicial processes through which human rights grievances can be raised and remedy can be sought.⁷⁷

3.1.1 Accessible grievance mechanisms and remediation processes *Priority Area*

A wide range of support and complaint-handling systems already exist across municipal, provincial, federal, and community-based agencies. Given the limited scope and duration of Vancouver's hosting role (seven matches over a 3.5-week period), the Host Committee will leverage and coordinate existing mechanisms rather than create new, event-specific grievance systems. The goal is to ensure that people who experience or witness a human-rights-related concern connected to the FWC26 can access an appropriate, timely, and clearly designated pathway depending on where the issue occurs, its urgency, and the jurisdiction responsible for providing remedy.

Event-related concerns that occur at an FWC26 event venue fall under the provisions of FIFA's reporting and safeguarding processes. FIFA will operate a tournament app with a reporting portal for individuals to file human rights-related complaints. FIFA will perform an initial assessment of the complaint, and where they determine a human rights violation to have taken place, will assign a case manager to investigate. FIFA itself will seek to provide the individual with remedy based on the situation and wishes of the victim. Where FIFA does not have the jurisdiction to provide the complainant with remedy, they will refer the case to the Host Committee per the process described in standard 3.2.1 (Coordinated Mechanisms and Processes).

⁷⁷ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

For matters outside FWC26 event venues, residents and visitors will continue to rely on established public services, hotlines, and municipal and provincial support systems, depending on the nature of the concern and authority responsible. The figure below depicts the delineated reporting streams based on location, and while event participants may access FIFA’s reporting processes, it does not preclude them from also seeking remedy from existing public supports.

Figure 2: Remedy processes

Reporting and remedy approach

	Incident inside of primary FWC26 venues	Incident outside of primary FWC26 venues
Location	BC Place, Match Day Spectator Route, FIFA Fan Festival, Training Sites	Anywhere else
Immediate response needed	Call 911 or seek available staff member	Call 911 or available on-the-ground support
Reporting a non-urgent grievance	FIFA Reporting Portal via tournament app	Report to agency of jurisdiction* (3-1-1, if City)
Seeking remedy or access to support services	Through our Need to Know Information page, we would propose limited options depending on the nature of the human rights issue. Examples:	
	<p>VictimLink BC Dial/text 1-800-563-0808 Open 24/7 Provides confidential information and referral services to all victims of crime in BC and Yukon, as well as immediate crisis support to victims of family and sexual violence.</p>	<p>Salal Sexual Violence Crisis Line Dial 1-877-392-7583 Open 24/7 Crisis and information line for women, trans, non-binary, Two-Spirit, and gender-diverse survivors of sexualized violence.</p>

*The City does not have jurisdiction to investigate and provide remedy for human rights violations that occur outside of City spaces or facilities. While 3-1-1 may be able to refer outside inquiries to the appropriate jurisdiction, we recommend that victims refer to our resource listing out the options so that they are directed to the appropriate agency as soon as possible.

In British Columbia, people who believe they have experienced discrimination can file a human rights complaint⁷⁸ against the person or organization they believe discriminated against them. The BC Human Rights Tribunal mediates and decides complaints of discrimination and retaliation brought under the BC Human Rights Code for conduct that originated within BC. The Tribunal does not investigate complaints. It operates like a court, but less formal, where parties are responsible for putting their cases forward through a complaint process.

City of Vancouver Role

The City’s role is to clearly communicate the available avenues for reporting and accessing support for human-rights-related concerns connected to FWC26. The City and the Host Committee will work with FIFA to ensure that complaints that are routed through FIFA’s online reporting portal are referred to the appropriate authority. Outside of event venues, the City will work with the Host Committee to direct the public to appropriate agency, existing hotlines, community supports, and/or municipal services, according to the urgency and jurisdiction of each matter.

Priority Actions

1. Direct non-urgent human-rights-related complaints connected to FWC26 venues to the FIFA World Cup 26™ reporting portal. FIFA will attempt to resolve matters on-site, and where they cannot, complaints will be referred to the Host Committee to triage the issue and direct it to the agency with the appropriate jurisdiction.
2. The Host Committee delivered FIFA-developed eLearning modules covering the processes for identifying and reporting human rights abuses as part of the event volunteer program's role-specific training.
3. The Host Committee has published a consolidated list of hotlines, community resources, and emergency services that members of the public may access for a range of human-rights-related issues (e.g. discrimination, harassment, violence, housing issues), noting which supports are available 24/7, as part of the Host Committee's [Know Before You Go](#) campaign. Where the matter relates to the delivery of City services, individuals may contact 3-1-1, which supports multiple languages and accessible communication channels.
4. The Host Committee trained event volunteers on directing the public to the appropriate reporting pathways, including FIFA's reporting tool for venue-related issues and other community or public supports for off-site concerns.
5. The Host Committee has contracted with community-based service providers that conduct mobile outreach and are trained in de-escalation to bolster on-the-ground support to support immediate response.

3.1.2 Protections for migrant worker records against potential threats of retaliation, including threats of deportation and blacklisting, when using grievance mechanisms

The City works with local organizations that provide services and supports to victims of human rights abuses, including those serving migrant workers. Where appropriate and available, the City can provide referrals to these agencies.

Human rights complaints may be filed with the BC Human Rights Tribunal. BC's Human Rights Code expressly protects against retaliation for making a complaint to the Tribunal.

Also see Issue 9: Migrant Workers' Rights

3.1.3 Anonymity, non-retaliation, and safeguarding measures for complainants

The City works with local organizations that provide services and supports to victims of human rights abuses. Where appropriate and available, the City can provide referrals to these agencies as a form of remedy.

Human rights complaints may be filed with the BC Human Rights Tribunal. BC's Human Rights Code protects against retaliation for making a complaint to the Tribunal.

3.1.4 Ensuring that human rights defenders, journalists, and other media workers or persons in human rights roles are aware of the safeguarding measures and avenues to access effective remedy.

The City will work with FIFA to increase awareness of access to remedy measures across the FWC26 venues.

Issue 2: Coordinated Mechanisms and Processes

Grievance mechanisms and remediation processes connected to FIFA World Cup 2026™ that are designed in a way to enable coordination across agencies and jurisdictions and give due care to the experience of the rights-holders involved, predicated on a map of existing mechanisms (State and non-State-based) and collaborations to ensure rapid responses and effective resolutions to FIFA World Cup 2026™-related grievances by the best placed mechanism.⁷⁹

3.2.1 Coordinated Mechanisms and Processes

The Host Committee will work with FIFA and its partners to ensure a coordinated approach to provide appropriate supports and access to remedy for individuals and entities seeking grievance for human rights related complaints.

The Host Committee will leverage the City's 3-1-1 service to receive complaints referred from FIFA's reporting portal to receive and triage human rights complaints. 3-1-1 is extending its hours of operations during FWC26 to reflect the Vancouver match schedule. Following receipt, Host Committee staff will meet with FIFA's team to review the details of FIFA's initial investigation and recommendations for next steps. The Host Committee will consider the victim's wishes, FIFA's recommendations, as well as the appropriate jurisdiction holder in determining options for follow-up action.

⁷⁹ Source: The FIFA World Cup 2026™ Human Rights Framework https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf
Host City Human Rights Action Plan – FINAL

APPENDIX A: ORGANIZATIONS WE MET WITH

FWC26 Human Rights Expert Advisory Panel

Inclusion and Safeguarding Stakeholders

City of Vancouver staff and subject matter experts

- Healthy City Strategy and Data Equity – Lead Planner
- Anti-Racism, Equity, and Accessibility – Senior Planner
- Accessibility Strategy – Lead Planner
- Community, Gender, and Sex-Worker Safety – Lead Planner
- Mental Health and Substance Use and Community Economic Development – Senior Planner
- Mental Health and Substance Use – Lead Planner
- Childcare – Lead Planner
- Social Infrastructure and Food Systems – Senior Planner
- Access to Water/Hygiene – Lead Planner
- Community and Social Grants – Lead Planner
- Director of Homelessness Services
- Manager of Homelessness Response Coordination
- SROs and Supportive Housing – Senior Planner
- UN Safe Cities Strategy – Lead Planner
- Manager of Sustainable and Equitable Procurement
- Manager of Urban Relationships – Vancouver Board of Parks and Recreation
- Indigenous Community Programmer – City of Vancouver Carnegie Community Centre (inner city community centre)
- Indigenous Relations Manager
- Senior Director, Indigenous Relations and Reconciliation
- Public Engagement Manager
- Manager of Learning and Strategic Initiatives (Human Resources)
- Manager of Sustainable and Equitable Procurement
- Equity Consultants (Equity Office)
- Civic Engagement and Communications
- Director of Vancouver Emergency Management Agency
- Public Space and Street Use – Senior Planner
- Vancouver Host Committee Integrated Safety and Security Unit Leads (ISSU)

Additional

- City of Vancouver Civic Advisory Committees
 - 2SLGBTQ+ Advisory Committee
 - Children, Youth and Families Advisory Committee
 - Chinatown Advisory Committee
 - Older Persons and Elders Advisory Committee
 - Persons with Disabilities Advisory Committee
 - Racial and Ethno-Cultural Equity Advisory Committee
 - Renter's Advisory Committee
 - Urban Indigenous Advisory Committee
 - Vancouver Food Policy Council
 - Women's Advisory Committee
 - Vancouver Planning Commission
- City of Vancouver MMIWG2S+ Advisory Committee⁸⁰
- British Columbia Human Rights Tribunal
- British Columbia Office of the Human Rights Commissioner
- B.C. Pavilion Corporation
- Vancouver Airport Authority
- The Canadian Centre to End Human Trafficking
- Government of Canada – Department of Canadian Heritage
- Vancouver Coastal Health
- BC Housing
- Community Impact Real Estate Society
- Atira Women's Resource Society
- Union Gospel Mission
- Good Night Out
- YWCA Metro Vancouver
- Mission Possible
- Lookout Housing + Health Society
- Strathcona Community Policing Centre
- Gastown Hastings Crossing Community Policing Centre
- The Salvation Army
- All Nations Outreach Society
- Vancouver Aboriginal Health Society
- Kilala Lelum Urban Indigenous Health and Healing Cooperative
- Vancouver Aboriginal Friendship Centre Society
- Metro Vancouver Aboriginal Executive Council (MVAEC)

⁸⁰ The MMIWG2S+ Committee is focused on Missing Murdered Indigenous Women and Girls Calls for Justice and the Red Women Rising Report recommendations
Host City Human Rights Action Plan – FINAL

- Pacific Association of First Nations Women
- BC Coalition of Experiential Communities
- Supporting Women's Alternatives Network (SWAN) Vancouver
- Salal Sexual Violence Support Centre
- UBC Sexual Violence Prevention and Response Office (SVPRO)
- Downtown Eastside Women's Centre
- WISH Drop-In Centre Society
- RainCity Housing and Support Society
- BC Civil Liberties Association
- BC Poverty Reduction Coalition
- Carnegie Housing Project
- First United
- Living in Community
- Pivot Legal Society
- VANDU
- Vancouver District & Labour Council
- Yarrow Society
- PACE Society
- Ally Global
- Human Trafficking Prevention Network of British Columbia
- Covenant House
- Aboriginal Mother's Centre Society
- Vancouver Aboriginal Friendship Centre Society

Government of British Columbia

- Ministry of Attorney General
- Ministry of Tourism, Arts, Culture and Sport
- Ministry of Environment and Climate Change Strategy – Climate Action Secretariat: Innovation & Intergovernmental Partnerships
- Ministry of Environment and Climate Change Strategy – Intergovernmental Relations
- Ministry of Finance – Gender Equity Office
- Ministry of Forests – Innovation, Bioeconomy & Indigenous Opportunities
- Ministry of Health – Recreation
- Ministry of Jobs, Economic Development and Innovation
- Ministry of Labour
- Ministry of Public Safety and Solicitor General
- Ministry of Social Development and Poverty Reduction – Accessibility Secretariat
- Ministry of the Attorney General – Justice Services Branch

Workers' Rights Stakeholders

City of Vancouver staff and subject matter experts

- Director of Recovery and Wellness
- Director of Workplace Safety
- Manager of Learning and Strategic Initiatives (Human Resources)
- Manager of Sustainable and Equitable Procurement
- Community Economic Development – Senior Planner
- Accessibility Strategy – Lead Planner
- Anti-Racism, Equity, and Accessibility – Senior Planner
- Indigenous Recruitment Manager (Human Resources)
- Honorarium Policy Project Manager (Financial Services)
- Equity Consultants (Equity Office)
- Civic Engagement and Communications
- Director of Emergency Management
- Public Space and Street Use – Senior Planner

Additional

- Government of British Columbia – Ministry of Attorney General
- Government of British Columbia – Ministry of Tourism, Arts, Culture and Sport
- B.C. Pavilion Corporation
- Vancouver Airport Authority
- Government of Canada – Department of Canadian Heritage

Access to Remedy Stakeholders

City of Vancouver staff and subject matter experts

- Director of Recovery and Wellness
- Director of Workplace Safety
- Manager of Learning and Strategic Initiatives (Human Resources)
- Civic Engagement and Communications
- Equity Consultants (Equity Office)
- Senior Manager of Digital Channels and Customer Experience
- Vancouver Host Committee Integrated Safety and Security Unit Leads (ISSU)
- Solicitor City Legal Services

Additional

- Government of British Columbia – Ministry of Attorney General
- Government of British Columbia – Ministry of Tourism, Arts, Culture and Sport
- B.C. Pavilion Corporation
- Vancouver Airport Authority
- BC Human Rights Tribunal
- BC Office of the Human Rights Commissioner
- Government of Canada – Department of Canadian Heritage

APPENDIX B: RELEVANT POLICIES

The Healthy City Strategy

Healthy City Dashboard: <https://opendata.vancouver.ca/pages/healthy-city-dashboard/>

Healthy City Strategy: <https://vancouver.ca/people-programs/healthy-city-strategy.aspx>

Framework for City of Reconciliation

<https://council.vancouver.ca/20141028/documents/rr1.pdf>

Equity Framework

<https://vancouver.ca/files/cov/equity-framework.pdf>

UNDRIP Strategy

<https://council.vancouver.ca/20221025/documents/p1.pdf>

UNDRIP Action Plan

<https://vancouver.ca/files/cov/undrip-action-plan-2024-2028.pdf>

Accessibility Strategy

<https://vancouver.ca/files/cov/accessibility-strategy-phase-1-full-strategy.pdf>

Accessibility Committee

<https://vancouver.ca/people-programs/accessibility-committee.aspx>

Accessibility engagement guidelines

<https://vancouver.ca/files/cov/original-language-report-with-pictures.pdf>

Language Access Policy

<https://policy.vancouver.ca/ADMIN073.pdf>

Accessible British Columbia Act

<https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019>

Accessible Canada Act

<https://laws-lois.justice.gc.ca/eng/acts/A-0.6/FullText.html>

Trans, Gender Variant and Two-Spirit Inclusion at the City of Vancouver*

<https://syc.vancouver.ca/projects/tgd2s-engagement/2016-city-of-vancouver-trans-gender-variant-and-two-spirit-inclusion-plan.pdf>

<https://link.lists.vancouver.ca/c/443/81f138bdeac23c11cb92176287c405d9c5064bc4f90e20311fc45fef01b45392b50aa4e5c54d2362>

Supporting Trans Equality and an Inclusive Vancouver*

<https://vancouver.ca/files/cov/trans-gender-variant-and-two-spirit-inclusion-at-the-city-of-vancouver.pdf>

Host City Human Rights Action Plan – FINAL

Trans, Gender Diverse and Two-Spirit (TGD2S) Inclusion and Safety Action Plan Motion
<https://council.vancouver.ca/20231129/documents/pspcA2.pdf>

TGV2S Inclusion Report
<https://vancouver.ca/files/cov/trans-gender-variant-and-two-spirit-inclusion-at-the-city-of-vancouver.pdf>

MMIWG2S Response Report
<https://council.vancouver.ca/20220719/documents/r3.pdf>

Women's Equity Strategy
<https://vancouver.ca/docs/council/Women%27sEquityStrategy.pdf>
Update: <https://vancouver.ca/files/cov/vancouver-womens-equity-strategy.pdf>

Sex Work Response Guidelines
<https://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>

UN Safe Cities, Safe Public Spaces
<https://vancouver.ca/people-programs/un-safe-cities-and-safe-public-spaces-initiative.aspx>

Building Safer Communities Program: Youth Safety and Violence Prevention Strategy
<https://council.vancouver.ca/20231018/documents/cfsc1.pdf>

Addressing Anti-Black Racism and Historic Discrimination: Interim Report
<https://council.vancouver.ca/20220927/documents/spec1.pdf>

Anti-Black Racism Community Recommendations
<https://vancouver.ca/files/cov/anti-black-racism-community-recommendations-detailed-summary.pdf>

Spaces to Thrive: Vancouver Social Infrastructure Policy:
<https://vancouver.ca/files/cov/social-infrastructure-strategy-policy-framework.pdf>

Water and Washrooms and a Human Right Council Directive
Motion: <https://council.vancouver.ca/20200310/documents/motionb4.pdf>
Council Meeting Minutes:
<https://council.vancouver.ca/20200310/documents/regu20200310min.pdf>

Special Event Policy and FestShare Program
<https://policy.vancouver.ca/ADMIN031.pdf>

Low complexity event permit program
<https://vancouver.ca/doing-business/apply-for-a-low-complexity-event-permit.aspx>

Street and traffic bylaw 2849:
<https://bylaws.vancouver.ca/2849c.PDF>

Host City Human Rights Action Plan – FINAL

Access to City Services without Fear Policy:

<https://policy.vancouver.ca/COUN003.pdf>

Access to Vancouver Public Library Services without Fear Policy:

<https://www.vpl.ca/policy/access-vancouver-public-library-services-without-fear-policy>

Access to Park Board Services without Fear Policy:

<https://parkboardmeetings.vancouver.ca/2016/20161114/REPORT-AccessstoParkBoardServiceswithoutFear-20161114.pdf>

City Advisory Groups

<https://vancouver.ca/your-government/people-and-community-committees.aspx>

Vancouver Park Board Arts Policy

<https://vancouver.ca/files/cov/vancouver-park-board-arts-policy.pdf>

Procurement Policy

<https://policy.vancouver.ca/ADMIN008.pdf>

Ethical Purchasing Policy

<https://policy.vancouver.ca/AF01401.pdf>

Supplier Code of Conduct

<https://policy.vancouver.ca/AF01401p1.pdf>

VPD Victim Services Unit

<https://vpd.ca/report-a-crime/information-for-victims/>

VPD Crisis Response Program

<https://vpd.ca/report-a-crime/information-for-victims/>

Vancouver Police Department Drone Policy

<https://vpd.ca/wp-content/uploads/2021/06/drone-policy.pdf>

Paladin Security Group (City contracted Security Services) Security Guard Supervisors training includes:

- Advanced de-escalation
- Management of Aggressive Behaviour training
- Diversity and cultural awareness training

VPD Incident investigations

<https://vpd.ca/wp-content/uploads/2024/01/regulations-and-procedures-manual.pdf>

Paladin Security Group (City contracted Security Services) ISO/IEC 27001 Certification for Information Security Management Systems includes:

- Environmental Management System
- Security Management System

- OH&S
- Quality Management

<https://paladinsecurity.com/community/paladin-receives-certification-for-iso-27001/>

Contractor Safety Management Program and resources

<https://covoffice.sharepoint.com/sites/currents/SitePages/workplace-safety-contractor-safety-management.aspx>

City of Vancouver Privacy Policy

<https://policy.vancouver.ca/ADMIN029.pdf>

The City of Vancouver Charter:

https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/vanch_00

City of Vancouver Cybersecurity Policy

<https://policy.vancouver.ca/ADMIN036.pdf>

Media Relations Policy

<https://policy.vancouver.ca/ADMIN059.pdf>

4 Pillars Drug Strategy

<https://vancouver.ca/people-programs/four-pillars-drug-strategy.aspx>

Homelessness Services Department Best Practise/Protocol

Offer services to People Experiencing Homelessness prior to by-law enforcement

Parks Control By-law – Temporary Shelter in Place

<https://parkboardmeetings.vancouver.ca/2024/20240408/REPORT-TemporaryShelterinPlace-ByLawAmendment-revised-20240408.pdf>

<https://parkboardmeetings.vancouver.ca/2024/20240408/DECISION-TemporarySheltersParks-ByLawAmendment-20240408.pdf>

[Park By-Laws \(Consolidated\): 2021 JUN 21](#)

Provision of Services to People Experiencing Homelessness in Encampments

Fire Safety: Vancouver Fire Rescue Services responds to fire safety risk

Hygiene and other services: depending on size of encampment and other variables the City may provide hygiene services in conjunction with Provincial partners

Housing Vancouver Strategy

<https://vancouver.ca/people-programs/housing-vancouver-strategy.aspx>

SRA (Single Room Accommodation) Vacancy Control Policy

<https://vancouver.ca/files/cov/sra-vacancy-control-policy.pdf>

Tenant Relocation and Protection Policy

<https://guidelines.vancouver.ca/policy-tenant-relocation-protection-for-rezonings.pdf>

About the policy: <https://vancouver.ca/people-programs/protecting-tenants.aspx>

Host City Human Rights Action Plan – FINAL

Short-term Rental Bylaws

About short term rentals: <https://vancouver.ca/doing-business/short-term-rentals.aspx#bylaw>

Metro Vancouver Regional District Air Quality Advisory Protocol

The MVRD is responsible for issuing Air Quality Advisories and Warnings

<https://metrovancover.org/services/air-quality-climate-action/current-air-quality>

Respectful Workplace Policy

<https://policy.vancouver.ca/ADMIN050.pdf>

Code of Conduct

<https://policy.vancouver.ca/AE02801.pdf>

Union Collective Agreements

CUPE 15 City of Vancouver

CUPE 15 Parks

CUPE 1004 City

CUPE 1004 Parks

CUPE 391 (Library)

Firefighters

The International Alliance of Theatrical Stage Employees (IATSE)

IBEW (Electrical Operations)

IBEW (Inspectors and technicians)

Teamsters

Vancouver Police Officers' Association

Vancouver Police Union

Britannia Community Services Centre Society

Ray-Cam Cooperative Association

City of Vancouver Human Resources Accommodation Process

Recovery and Wellness team of professionals well-equipped to support employees and managers through the accommodation process. (Internal document, not publicly available)

Fair Wage Program

<https://vancouver.ca/doing-business/fair-wage-program.aspx>

Translink safety and Security Information

<https://www.translink.ca/rider-guide>

Occupational Health and Safety Policy

<https://policy.vancouver.ca/ADMIN021.pdf>

Smoking in Vehicles/Equipment Policy

<https://policy.vancouver.ca/AE02601.pdf>

Safety Driving Policy

<https://policy.vancouver.ca/AE02702.pdf>

Host City Human Rights Action Plan – FINAL

COV Personal Protective Equipment Program
<https://policy.vancouver.ca/ADMIN021.pdf>

Breastfeeding in the Workplace Policy
<https://policy.vancouver.ca/ADMIN030.pdf>

Preventing Violence in the Workplace Policy
<https://policy.vancouver.ca/AE01001.pdf>

City of Vancouver Volunteer Engagement Policy
<https://policy.vancouver.ca/ADMIN028.pdf>

Sustainable & Ethical Purchasing Program (SEP): Social Value Procurement Framework
<https://vancouver.ca/doing-business/sustainable-procurement.aspx>

BC Bid Supplier Portal
<https://www2.gov.bc.ca/gov/content/bc-procurement-resources/bc-bid>

Competition Bureau – Report collusion in 2026 FIFA World Cup contracts
<https://competition-bureau.canada.ca/en/report-collusion-2026-fifa-world-cup-contracts>

Whistleblower Policy
Office of the Auditor General of the City of Vancouver:
<https://policy.vancouver.ca/COUN010.pdf>

Government of Canada – Refugee protection in Canada
<https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/protection.html>

APPENDIX C: FREQUENTLY ASKED QUESTIONS

Q. What is the scope/focus of the Human Rights Action Plan?

A. The City’s FIFA World Cup 2026™ (FWC26) Human Rights Action Plan is aimed at upholding the human rights of people impacted by the planning, delivery, operation, and decommissioning of FWC26 venues and the surrounding event footprint. For clarity, this is contained to impacts at and around the following FWC26 venues:

- FIFA Fan Festival at Hastings Park
- Venue-specific training sites at Killarney Park and the National Soccer Development Centre
- Match Day Spectator Route
- BC Place Vancouver (delivered by PavCo and FIFA Canada)
- Vancouver International Airport (delivered by YVR)

Given BC Place Vancouver’s downtown location, the City is also delivering focussed measures for the seven match days related to potential interactions between event attendees and vulnerable residents, particularly in the DTES and downtown south. A gender lens is being applied to this work.

The City acknowledges that some community advocacy groups would like the FWC26 to be leveraged as a catalyst for new and ongoing investments in housing, shelter, and social supports. While the City agrees these are urgent issues that require significant investment from senior government and partnership with the City, ongoing solutions to these complex circumstances extend beyond the scope of hosting these seven matches and beyond what municipalities alone have the resources or jurisdiction to solve.

Q. What are the game and match days & times and what does that mean for human rights planning?

A. Vancouver is hosting seven (7) of the 104 FIFA World Cup 2026™ matches over 3.5 weeks. The dates and times of the intermittent matches are:

Date	Kick-off	Countries
Sat, June 13	9 pm	Australia vs Türkiye
Thurs, June 18	3 pm	Canada vs Qatar
Sun, June 21	6 pm	New Zealand vs Egypt
Wed, June 24	12 pm	Canada vs Switzerland
Fri, June 26	8 pm	New Zealand vs Belgium
Thu, July 2	8 pm	Round of 32 Knockout Stage Match (participants TBD)
Tue, July 7	1 pm	Round of 16 Knockout Stage Match (participants TBD)

The FWC26 Human Rights Action Plan is focused on the five specific FWC26 venues during matchday activations.

However, the Host Committee is also undertaking additional public realm considerations for the DTES and downtown south for the seven match days, when we expect higher pedestrian volumes around BC Place Vancouver and downtown for a few hours before kick-off and after game end. This means that we are actually looking at potential impacts for 3-4 hours before kick-off on the 7 matchdays and potentially 2-3 hours after these matches end. So, in total about 50 hours of public realm time over 7 intermittent days over 3.5 weeks when we are anticipating higher pedestrian volumes in the stadium area associated with the matches.

As a reminder, for context, BC Place Vancouver seats ~54,400 and we expect sold-out matches, similar to other recent sellout events such as major concerts (Taylor Swift, Diljit Dosanjh, The Rolling Stones) and major sporting events (BC Lions season openers, the 2024 Grey Cup, the 2025 Concacaf Champions Cup, and the 2025 MLS Cup Playoffs). When people suggest that we are expecting 350,000 fans to be in Vancouver for our hosting of the seven FWC26 matches, it relates to seven sell-out match days at BC Place Vancouver.

We are not anticipating FWC26-related visitors to all be in Vancouver for the whole tournament or even all at the same time. We anticipate visitor increases around each of the match days – but also approximately the same amount as we would have on any BC Place Vancouver sell-out show. Preliminary ticket sales data indicates that the majority of fans who will be attending the matches in Vancouver will be coming from Canada or the United States, so they are already familiar with our conventions and context.

Q: Does the human rights framework and action plan apply within the 2km Controlled Area radius on game days and can people within that zone use the FIFA-supplied human rights reporting mechanism?

A. Delivery of FIFA's human rights requirements and the associated Human Rights Action Plan is limited to the event venues: BC Place Vancouver, Match Day Spectator Route between Main Street SkyTrain station and the stadium, FIFA Fan Festival, Training Sites, and the Vancouver International Airport. Recognizing the potential impact of higher pedestrian volumes around BC Place Vancouver and downtown before and after matches, the Host Committee is also implementing additional public realm considerations for the DTES and downtown south for the seven match days. Additionally, robust human rights protections are already in place for all Canadians and visitors through existing legislation and services.

In terms of reporting options for people outside of the FWC26 venues, there are many existing pathways for reporting concerns based on the nature of the complaint or concern. Reporting mechanisms have been clarified in the Plan and the information will be shared publicly through the Host Committee's [Know Before You Go](#) campaign.

Q: How do the actions and strategies described in Vancouver's Host City Human Rights Action Plan compare to those of other FIFA World Cup 26 host cities?

A: Each Host City's Human Rights Action Plan reflects its unique legislative, social, and human rights context. Across North America, cities operate under different federal, state/provincial,

regional/county, and municipal systems, with varying legal protections, service landscapes, and community priorities. As a result, while all Host Cities are guided by FIFA's Human Rights Framework – which requires plans addressing inclusion and safeguarding, workers' rights, and access to remedy – the specific actions, priorities, and implementation approaches will differ.

In Vancouver, we benefit from a strong and mature human rights ecosystem, grounded in robust federal and provincial legislation and services; extensive social and health systems; and long-standing City of Vancouver policies, strategies, programs, and services. Because these systems already exist and serve residents year-round, our Action Plan focuses on leveraging, coordinating, and strengthening what is already in place, rather than duplicating or creating temporary systems for the seven match days hosted here.

Other Host Cities have adopted approaches that respond to their own jurisdictions, local risks, and stakeholder priorities. These priorities reflect the specific human rights landscapes and service gaps identified by their staff and communities.

Q: What is the Stadium's Outer Security Perimeter Zone and will the area around the Stadium be accessible to the broader community during FWC26?

A. As part of FIFA's event plans, they will be erecting temporary fencing to construct an outer security perimeter around BC Place Vancouver. This is a secure perimeter boundary beyond which only those with access rights (accreditation card, match ticket or other access device) may be admitted. Typically, search and screening of pedestrians and vehicles are also carried out here. The outer security perimeter also enables FIFA to set up commercial activations like hospitality and fan experience areas for ticketed fans as well as to secure space for vital event items like broadcast and logistics.

The areas surrounding and outside of the outer security perimeter, including the sea wall, will remain accessible to the broader community during FWC26.

Q. How does the Host Committee plan to implement the beautification standards of FIFA in the DTES, an area encapsulated in the 2km Controlled Area radius around BC Place, without engaging in displacement and mitigating harm to the community?

A. Some examples of the Host City's obligations in the 2-kilometre radius – referred to as the Controlled Area – include waste removal, graffiti removal, removal of unauthorized commercial signage and advertising and protections of FIFA's intellectual property.

Beautification is a separate formal obligation placed on host cities and refers to specific measures such as repairing sidewalks or covering and decorating construction sites near event venues and along key transportation routes. This work has no assessed impact on human rights in Vancouver.

These measures do not alter existing protections or policies related to people experiencing homelessness. For example, people experiencing unsheltered homelessness will continue to be allowed to erect temporary shelter overnight in parks, as permitted under the Vancouver Board of Parks and Recreation's Parks Control By-law.

The City's daily public realm management and by-law compliance activities will continue across the city, including within the 2 km Controlled Area, throughout the duration of the tournament. Street cleaning services will operate 24 hours a day, and by-law compliance teams will maintain extended summer hours, building on last year's approach to ensure consistent coverage during peak activity periods. Additional staffing will be deployed to ensure service levels are consistently maintained. Teams will continue to use trauma-informed practices.

Q. What is the "Match Day Spectator Route" and what does it mean for people experiencing homelessness?

A. The Match Day Spectator Route zone is a designated pedestrian route to support the safe flow of match attendees from public transit and transportation hubs directly into and out of the stadium on a match day.

It will be an open, active and engaging area that will reflect Vancouver, celebrating our diverse cultures, Indigenous heritage, and community spirit. Volunteers will be stationed along this path to guide fans from transport links to BC Place Vancouver's entry gates, aiding with wayfinding and managing the flow of crowds. The City's daily public realm management and by-law compliance work will continue across the city as usual operations, including in the Match Day Spectator Route area. As always, our public realm by-law compliance efforts will use trauma-informed practices, and staff will continue to connect people with appropriate services.

The area will be open to the public and the City will work to minimize impacts on people experience homelessness. At the same time, the City will continue its regular daily public-space management and by-law work across the city to help ensure sidewalks and public areas remain safe, clean, and accessible for all residents, local businesses and visitors. As always, our public realm by-law compliance efforts will use trauma-informed practices, and staff will continue to connect people with appropriate services.

Q. Will the City continue with daily bylaw compliance work during the tournament?

A. Regular daily work to keep parks and sidewalks in compliance with by-laws and ensure they are safe and accessible for everyone will continue. This work requires people to remove structures and pack up personal and other belongings that impact access to or safety in the public realm or are related to unpermitted activities. This work is grounded in trauma-informed practices delivered by an integrated City team that includes community resource workers who can support referrals to the City's Homelessness Services team and other applicable health and social services.

Additionally, the City will be expanding access to drop-in spaces and programming at five city-operated spaces in the DTES and Downtown South during Vancouver match days. These spaces will provide respite from increased event-related activity for people experiencing homelessness or housing precarity, while also offering opportunities for community members to watch and participate in FIFA World Cup 2026™ activities. Some locations will also extend operating hours on match day.

The City and Province have many existing services and partnerships that support unsheltered populations that will continue to be in place during the tournament including:

- Shelter beds and supportive housing, including over 1,500 shelter beds and 130 supportive housing buildings with 8,100 units/rooms.
- Outreach services to connect people to housing and income supports.
- City-operated community centre and activations which include low-cost meals, hygiene services, and social and recreational programming.
- Dedicated storage, offered in partnership with the Province and Aboriginal Front Door Society, to help unhoused people store and manage their belongings.

Q: Will people living on the streets in areas that will be closed on match days, as outlined in the City's published road-closure plans, be displaced?

A: The tournament event venues have a focused footprint and there remain many public spaces across downtown and the city for people who rely on the public realm during the day. To confirm, regular daily work to keep City parks and sidewalks free of structures and in compliance with by-laws to ensure they are safe and accessible for everyone will continue. This work is grounded in trauma-informed practices and delivered by an integrated City team that includes community service liaison workers who can support connections to the City's Homelessness Services team and health and social services.

The City will be expanding access to drop-in spaces and programming at five City-operated spaces in the DTES and Downtown South during Vancouver match days. These spaces will provide respite from increased event-related activity for people experiencing homelessness or housing precarity, while also offering opportunities for community members to watch and participate in FIFA World Cup 2026™ activities. Some locations will also extend their operating hours on match days that occur in the evening.

Q. These games are happening over June and July, what is being done to help people experiencing homelessness during the games with respect to heat events?

A. During the hotter summer months, people can access water and misting stations, as well as cooling spaces (e.g., community centres) throughout the city. The City's Vancouver Emergency Management Agency will continue to activate cleaner air spaces and cooling spaces in times of poor air quality and extreme heat and coordinate additional actions as needed, including with neighbourhood partners.

The City has a dedicated webpage to provide residents with resources to help them stay safe during heat events. This page is updated regularly and includes a map with information about cooling centres, drinking fountains and misting stations. For more information, please visit:

[Vancouver.ca/hotweather](https://vancouver.ca/hotweather).

Q. There are going to be many visitors to Vancouver for these games who do not understand the context of Vancouver. We are worried that there is a possibility of negative interactions toward people experiencing homelessness. What are you planning to do about that?

A. The Host Committee will have hundreds of trained volunteers throughout downtown supporting visitors to know where to go and who will be receiving robust training to support positive public realm interactions. As outlined in the plan, event volunteers have been trained in diversity, anti-discrimination, accessibility and respecting human rights.

As well, the City will be looking to leverage existing services and programs where feasible to support positive interactions between event attendees and vulnerable residents in the areas immediately adjacent to the stadium on match days. A staff member is assigned to liaise with Community Policing Centres, BIAs, and other organizations who have existing street teams. As described in the Plan, the Host Committee has also provided funding to a variety of community service providers to provide targeted outreach on match days.

Q: I have heard that people without housing being driven out of Vancouver to northern communities so they aren't in Vancouver for FIFA – is that happening?

A: This is not true. And we caution against sharing such speculation or misinformation, as it can create unnecessary concern and further distress for already vulnerable residents.

Q. Is removing people from privately owned SRO housing or similar housing something you are considering to temporarily house tourists or those coming to attend the games?

A. No. And we caution against sharing such speculation or misinformation, as it can create unnecessary concern and further distress for already vulnerable residents.

Q. What measures are in place to ensure no residents are displaced/evicted ahead of or during the tournament by landlords who want to rent their units out as short-term rentals for FWC26 visitors?

A. Issues of rental agreements and evictions are the jurisdiction of the Province's Residential Tenancy Branch (RTB), which oversees the BC Tenancy Act. Under the RTA, Landlords can only evict tenants under very specific circumstances – making a unit vacant for use as a short-term rental is not one of them. As well, there are eviction notice periods that must be observed. Tenants also have the right to dispute eviction notices. The TRAC website has a good summary of evictions-related matters: [Evictions - TRAC](#). We encourage inquiries on this topic to be directed to the RTB. For the RTB, Lower Mainland residents can call 604-660-1020 or visit [Residential tenancies - Province of British Columbia](#).

The City also has established policy and regulatory safeguards to prevent tenant displacement, including the Tenant Relocation and Protection Policy, the Single Room Accommodation (SRA) By-law, the SRA Vacancy Control Policy, and strong Short-Term Rental Regulations.

If a tenant thinks their landlord is seeking to evict them to turn their unit into a short-term rental, they can also call the City (3-1-1) to report their concerns. In Vancouver, a property can only be used as a short-term rental if it is the host's primary residence, which means the place where the host lives and conducts their daily affairs. This means landlords cannot remove tenants in order to convert full units or buildings into short-term rentals. In laneway houses, basement suites, or secondary suites, landlords can only rent these if they live in that specific unit (not the

main house). Furthermore, landlords cannot rent both their main house and secondary suite as short-term rentals.

In addition to these policy and regulations, the City supports renters by offering Renter Services Grants that fund nonprofit programs that help tenants understand their rights, stabilize their housing and avoid displacement. In 2026, 16 organizations offering renter supports received City Renter Services Grants. The City is also providing space and funding for the Tenant Resource and Advisory Centre (TRAC) to provide in-person services to renters at 900 Howe.

If a tenant has received an eviction notice, they should call the RTB or TRAC to better understand their rights and responsibilities under the RTA. The City has extensive information about tenant supports as well as contact information for the RTB and renter support organizations on our website at: [Renter supports and protections | City of Vancouver](#).

Q: What additional bathrooms will the City install for the games, for both tourists and residents?

A. The FIFA World Cup 2026™ Host Committee is collaborating with City departments and partners to prepare for the upcoming events and ensure a positive experience for both locals and visitors. We are progressing planning efforts to better understand the interests and needs of diverse fanbases, as well as the operational supports required. This includes provisions such as temporary washrooms at key event-related locations around the Stadium and the Fan Festival to accommodate the anticipated influx of visitors and activity. These measures will be implemented downtown on the seven match days and throughout the FIFA Fan Festival's days of operation as part of the ongoing planning for FIFA World Cup 2026™ in June and July.

Q. What is your plan for minimizing impact or harm on street-based economies, such as street vending or sex work?

A. We are not changing any usual business practices in relation to existing City services. Any permitted business activity by the City of Vancouver will be able to continue as usual across the downtown, such as permitted street vending or busking. Any unpermitted activities such as unpermitted street vending will continue to be the subject of by-law enforcement work as per regular daily operations.

Please see other questions for information on approaches to supporting sex worker safety.

Q. Will temporary athlete housing be repurposed for modular community housing post-event?

A. Unlike the Olympics, the FIFA World Cup 26™ does not require the construction of temporary athlete housing. Vancouver is hosting seven matches, and all participating teams will be accommodated in existing hotels during their time in the region. Because no temporary or purpose-built housing is being developed for this event, there will be no post-event housing assets available for conversion to community housing.

Q: You note a focus on sex-worker safety: how are you ensuring non-criminalization and harm-reduction principles in enforcement near venues, and where do sex workers report rights impacts?

A: Engagement on sex-work safety is grounded in non-criminalization, human rights and harm-reduction. The City is not introducing event-specific by-law enforcement tied to sex work. Current enforcement practices rely on existing trauma-informed, rights-respecting practices, including sex-work awareness, fair-policing and de-escalation training, and ongoing community engagement to identify safety risks.

Sex workers experiencing rights impacts can report through their regular reporting processes which include a range of options, including social service organizations who support them, and VictimLink BC, or pursue remedies through the BC Human Rights Tribunal. Police-adjacent supports such as VPD Victim Services, the FIFA reporting portal or 311 are available by choice, not as the sole pathway.

See the City of Vancouver's [Sex Work Response Guidelines](#) for information about the City's approach to adult, consensual sex work.

Q: Approaches to human trafficking often criminalizes sex workers and makes them more unsafe. How is the City differentiating its approach to preventing human trafficking while also ensuring sex workers are safe and not criminalized?

A. The City of Vancouver differentiates sex work from human trafficking by focusing on consent, autonomy, and the absence of coercion, prioritizing worker safety of adult sex workers over prohibition. City policy and practice treats consensual sex work involving adults as a service industry that should be safe and respectful, while defining trafficking as a criminal violation involving force, fraud, or coercion for exploitation, including engagement of minors.

See the City of Vancouver's [Sex Work Response Guidelines](#) for information about the City's approach to adult, consensual sex work.

Q: You communicate a zero-tolerance policy and a 'Know Before You Go' campaign. What consequences (e.g., ejection, bans) will apply for racist, homophobic, or transphobic incidents – and how will those be tracked and publicly reported?

A: The Host Committee is committed to delivering a safe and enjoyable FIFA World Cup 2026™ experience for all residents and visitors. Within BC Place Vancouver, FIFA, as the event operator, will be responsible and have discretion on enforcement of its code of conduct, whereas the Host Committee will enforce its zero-tolerance policy at the FIFA Fan Festival.

Consequences will be dependent on each incident as the harm done to each individual and their wishes in how to proceed with remedying the situation will be crucial. Depending on the situation, VPD may also need to be involved. It is not possible to pre-determine consequences without this context.

Q: What should visitors know about the ongoing toxic drug public health emergency in British Columbia and the risks associated with illicit drug use?

A: A public health emergency, declared by BC's Provincial Health Officer in 2016, remains in place due to high rates of toxic drug (overdose) deaths. The illicit drug supply in BC is contaminated by fentanyl and other toxic substances. Vancouver continues to have one of the highest rates of death in the province.

Visitors are advised to avoid using illicit drugs and if using, to avoid using alone. Fatal overdoses have occurred in people who use drugs regularly, as well as those who are occasional users. Injection, inhalation and smoking of illicit drugs all carry a significant risk. For more information, people can visit Healthlink BC or phone 8-1-1.

Q. Will enforcement, bylaw activity, or police presence increase in designated event areas?

A. The focus of public safety and security during the FIFA World Cup 2026™ will be on ensuring safety and security for all members of the community and visitors during the period of games and specifically on the seven match days (June 13, 18, 21, 24 and 26, and July 2 and 7). There will be increased police presence on match days and match days minus 1 to support tournament operations.

Regular daily work to keep parks and sidewalks in compliance with by-laws and ensure they are safe and accessible for everyone will continue. This work is grounded in trauma-informed practices delivered by an integrated City team that includes community service liaison workers who can support referrals to the City's Homelessness Services team and other applicable health and social services.

Q. What is the projected increase in police deployment tied specifically to the tournament, and how will you ensure that increased security does not result in disproportionate targeting of unhoused residents or marginalized communities?

A. Planning for public safety and security during the FIFA World Cup 2026™ is being led through an integrated, multi-agency approach involving local, provincial and federal partners. The Human Rights Action Plan identifies the importance of ensuring that any security measures align with human rights standards and do not disproportionately affect marginalized communities.

The focus of public safety and security during the FIFA World Cup 2026™ will be on ensuring safety and security for the competing teams and their staff as well as for all members of the community and visitors during the period of games and specifically on the seven match days.

Q. Can you confirm whether RCMP officers from other provinces are being contracted to provide policing reinforcement during the Games?

A. Public safety planning for the FIFA World Cup 2026™ is coordinated through an integrated safety and security framework involving multiple police agencies. At this stage, we know that the RCMP will be providing specialized resources to support the Vancouver Police Department in areas where the RCMP holds federal jurisdiction (such as marine and airspace operations) and provincial

jurisdiction (such as human trafficking investigations). To meet these obligations, the RCMP will be drawing on personnel across the country, as is standard practice for major international events.

Q: Will private security be contracted by the City to support Fanfest or other activations? How will the City hold private security to the same standards as the VPD?

A: Licensed private security will be utilized to support limited aspects of event activations within a clearly defined scope that does not include policing or law-enforcement functions. Any such use will be subject to the applicable regulatory framework in British Columbia governing private security services, as well as the Criminal Code of Canada.

Private security personnel do not possess police powers and are restricted to the authorities available to private persons under the Criminal Code, including narrowly defined provisions related to arrest and the use of force. Enforcement actions requiring police authority will remain the exclusive responsibility of the Vancouver Police Department.

The City will ensure that private security operates in accordance with established legal, operational, and conduct standards through defined roles and responsibilities, supervision, incident reporting, and mandatory escalation to police or emergency services where appropriate. These measures ensure accountability and professionalism while maintaining a clear separation between private security functions and sworn police duties.

Q. What if people do not have access to the technology to report a violation through the FIFA website, 311 or other mechanism?

A. Access to technology remains a barrier for many people. Free computer access continues to be available at all public library branches, Carnegie Centre, and The Gathering Place. People also regularly share concerns through the many social and community service agencies they interact with across the city. Hosting the seven FWC26 matches does not displace or change any of these existing avenues for reporting concerns.

311 may also be accessed by telephone. We recognize that there are no pay phones left in the downtown area. Accordingly, the City's inner-city community and social centres – The Gathering Place, Carnegie Centre, and Evelyne Saller Centre – all offer community members without a phone access to a shared phone to make local calls.

Q: What is the chain of custody for human rights complaints that originate with FIFA's portal but implicate City actions or vendors?

A: FIFA will operate a tournament app with a reporting portal for individuals to file human rights-related complaints. FIFA will perform an initial assessment of the complaint, and where they determine a human rights violation to have taken place, will assign a case manager to investigate. FIFA itself will seek to provide the individual with remedy based on the situation and wishes of the victim. Where FIFA does not have the jurisdiction to provide the complainant with remedy, they will refer the case to the Host Committee.

Q. How will the City deal with human rights violations that take place in places outside of the FIFA areas?

A. The City has no ability or jurisdiction to investigate or respond to human rights complaints that are unrelated to City services. As normal, the organization that is the subject of the complaint is responsible for addressing any reports and complaints, including any potential responses or necessary follow-up. The normal escalation pathways apply should they be dissatisfied with the organization's responses.

Outside of the FWC26 sites, all of the usual reporting and remedy avenues available to residents apply. For example, 3-1-1 remains a potential reporting pathway to report City service-related concerns. For non-City services, other existing reporting pathways include VictimLink, the BC Human Rights Tribunal, the BC Racist Incident Helpline, the Canadia Human Trafficking Hotline, and others that are more appropriate for specific types of reporting. People who are victims of a crime should always call 9-1-1.

The City understands it is important for people to know where to lodge a complaint and will ensure information is available with regard to potential pathways.

Q. Is the BC Human Rights Tribunal an adequate avenue for addressing human rights complaints and violations during the games?

A. The Human Rights Tribunal is one avenue to seek remedy for human rights violations. In British Columbia, people who believe they have experienced discrimination can file a human rights complaint against the person or organization they believe discriminated against them. The Tribunal mediates and decides complaints of discrimination and retaliation brought under the BC Human Rights Code for conduct that originated within BC. An individual experiencing a human rights impact may also choose to seek support through community-based survivor supports programs or seek a resolution by raising concerns with the organization where they had the experience.

Q: Will the City publish a post-event human rights report with complaint volumes, categories, outcomes, and lessons learned?

A: Following the City's hosting of the seven FWC26 matches, the City will develop a summary report, the scope of which is still to be determined. Because we are not seeking to duplicate existing or create new reporting systems versus ensuring people understand the existing reporting systems available to them, we will explore how to enable aggregated reporting from the various reporting pathways. Because some of these are out of the City's jurisdiction, data access or level of access may be limited.