



# Host City Human Rights Action Plan

Version 1 Draft

**FIFA World Cup 26 Vancouver™ Host Committee**

**February 19, 2026**

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

The FIFA World Cup 2026™ 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**

As British Columbia's largest city and Canada's gateway to the Pacific, Vancouver is renowned not just for its landscapes but also for its leadership in equity, inclusion, and human rights. Hosting the FWC26 is another opportunity to reinforce the City's ongoing commitment to using major events to expand economic opportunity, protect vulnerable communities, and promote safe, accessible public spaces.

Vancouver sits on the unceded, ancestral, and traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵw̓x̓wú7mesh Úxwumixw (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 FIFA World Cup 2026™ ("FWC26") in their territories.

Development and implementation of a Human Rights Action Plan is a FIFA requirement for the City of Vancouver and other FWC26 Host Cities. This City of Vancouver Action Plan outlines the City's policy framework around internationally recognized Human Rights and its 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 the FWC26, the City of Vancouver (the "City") is committed to continuing to protect and uphold internationally recognized human rights standards. To ensure these are upheld during Host City activations, it will do so working in partnership with the xʷməθkʷəy̓əm (Musqueam), Sḵw̓x̓wú7mesh Úxwumixw (Squamish) and səliłwətał (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 is 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 policies that reflect the

City's dedication to creating safe 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 Rights<sup>1</sup>, and the FIFA World Cup 2026™ Host City Human Rights Framework<sup>2</sup> ("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 risks and pursue positive impact opportunities outlined in these three Host City Framework areas and 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 the Government 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 91<sup>3</sup>. 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 not only 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 used these territories since time immemorial, 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 will be looking for opportunities to unlock benefits for traditionally underserved communities. By leveraging its established and robust social procurement policy, the City will look 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") in close consultation and discussion with the Province. A

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<sup>1</sup>[https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr\\_en.pdf](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf)

<sup>2</sup> [https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework\\_Final\\_EN\\_24-July-2024.pdf](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

<sup>3</sup> [https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls\\_to\\_action\\_english2.pdf](https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf)

Steering Committee comprised of executive-level staff from the City and representatives from the Province will oversee the Plan's further development and implementation, in partnership with the appropriate authorities having jurisdiction. Implementation of this action plan will rely on the dedicated City teams responsible for operationalizing the FWC26, including the Host Committee.

## Scope and Purpose

This document focuses primarily on context and actions of the City that are responsive to the issues identified in the FIFA World Cup 2026™ Host City Human Rights Framework ("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 directives, best practices, and other formal and informal City responses.

Importantly, Canada's federal and provincial legislation provides a strong human rights foundation upon which the City's 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 British Columbia, the Human Rights Code applies to matters that fall within provincial jurisdiction. The 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.

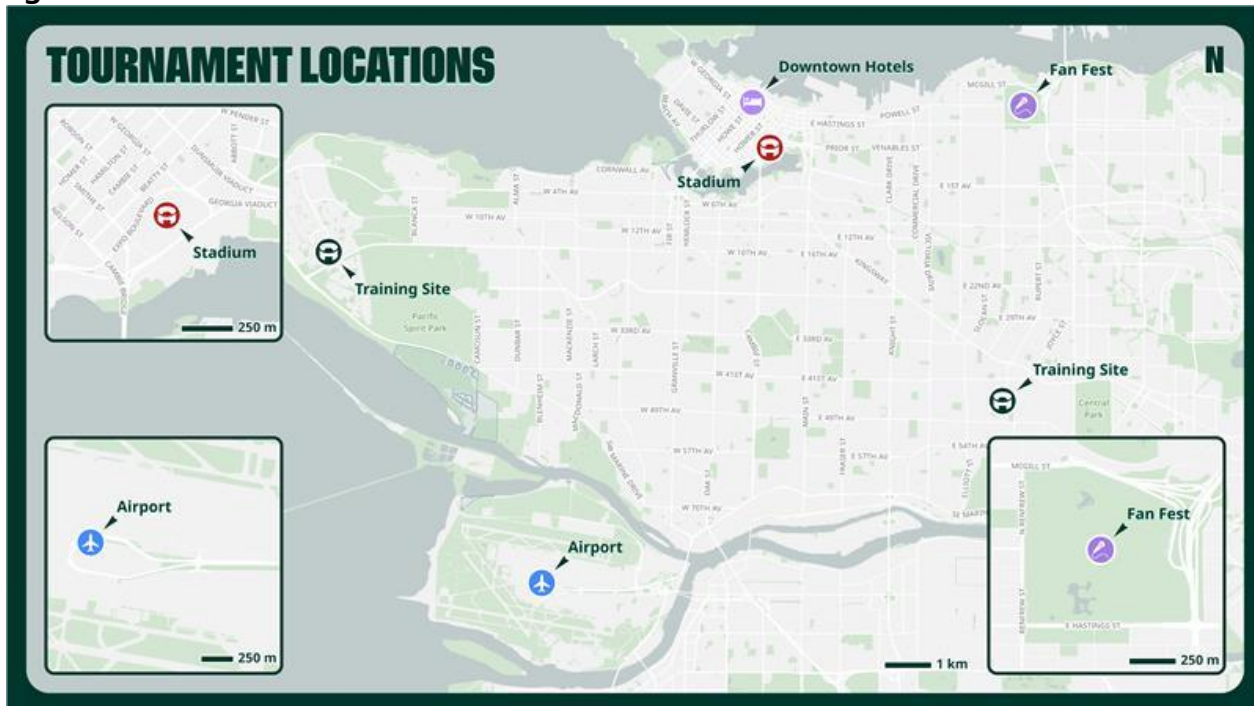
The provincial Human Rights Code establishes BC's Human Rights Tribunal ("the Tribunal"). The Tribunal is an independent quasi-judicial body responsible for accepting, screening, mediating and adjudicating human rights complaints. Areas regulated by the federal government fall within the jurisdiction 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:

- FIFA Fan Festival at Hastings Park
- Venue-specific training sites at Killarney Park and the National Soccer Development Centre
- Stadium Last Mile and outer security perimeter
- BC Place Stadium (delivered by PavCo)
- Vancouver International Airport (delivered by YVR)

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Figure 1: FWC26 Vancouver Tournament Locations



FIFA's own Safeguarding and Anti-discrimination Code of Conduct<sup>4</sup> 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.

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 in the City's Downtown Eastside and those without housing, whose population is disproportionately Indigenous and from Indigenous communities outside Vancouver, and is commenting on those concerns in this plan.

## Relevant Senior Government Legislation

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

<sup>4</sup> <https://digitalhub.fifa.com/media/?viewType=grid&mediaId=CFC85A0E-2F76-46AF-8436A575E7499AB4>  
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## **Part 1: Inclusion and Safeguarding**

### *Government of British Columbia:*

- Human Rights Code<sup>5</sup>
- Anti-Racism Act<sup>6</sup>
- Accessible British Columbia Act<sup>7</sup>
- Declaration on the Rights of Indigenous Peoples Act<sup>8</sup>

### *Government of Canada:*

- Canadian Charter of Rights and Freedoms<sup>9</sup>
- Criminal Code of Canada<sup>10</sup>
- United Nations Declaration on the Rights of Indigenous Peoples Act<sup>11</sup>
- Canadian Human Rights Act<sup>12</sup>
- Accessible Canada Act<sup>13</sup>

## **Part 2: Workers Rights**

### *Government of British Columbia:*

- Human Rights Code
- Employment Standards Act<sup>14</sup>
- Labour Relations Code<sup>15</sup>
- Workers Compensation Act<sup>16</sup>
- Occupational Health and Safety Regulation<sup>17</sup>
- Temporary Foreign Worker Protection Act<sup>18</sup>
- Pay Transparency Act<sup>19</sup>

### *Government of Canada:*

- Canadian Charter of Rights and Freedoms<sup>20</sup>
- Canadian Human Rights Act<sup>21</sup>
- Canada Labour Code<sup>22</sup>

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<sup>5</sup> [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00\\_96210\\_01](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96210_01)

<sup>6</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/24022>

<sup>7</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019>

<sup>8</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/19044>

<sup>9</sup> <https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccd/>

<sup>10</sup> <https://www.justice.gc.ca/eng/csj-sjc/ccc/index.html>

<sup>11</sup> <https://laws-lois.justice.gc.ca/eng/acts/U-2.2/page-1.html>

<sup>12</sup> <https://laws-lois.justice.gc.ca/eng/acts/h-6/>

<sup>13</sup> <https://laws-lois.justice.gc.ca/eng/acts/a-0.6/>

<sup>14</sup> [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96113\\_01](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96113_01)

<sup>15</sup> [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96244\\_01](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96244_01)

<sup>16</sup> [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/19001\\_00](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/19001_00)

<sup>17</sup> [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/296\\_97\\_00](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/296_97_00)

<sup>18</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/18045>

<sup>19</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/23018>

<sup>20</sup> <https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccd/>

<sup>21</sup> <https://laws-lois.justice.gc.ca/eng/acts/h-6/>

<sup>22</sup> <https://laws-lois.justice.gc.ca/eng/acts/l-2/>

Employment Equity Act<sup>23</sup>  
Pay Equity Act<sup>24</sup>

### **Part 3: Access to Remedy**

#### *Government of British Columbia:*

Human Rights Code, including the BC Human Rights Tribunal<sup>25</sup>  
Employment Standards Act, including the Employment Standards Branch<sup>26</sup>  
Workers Compensation Act, including WorkSafeBC<sup>27</sup>  
Labour Relations Code, including the Labour Relations Board<sup>28</sup>  
Temporary Foreign Workers Protection Act<sup>29</sup>  
VictimLink BC<sup>30</sup>

#### *Government of Canada:*

Canadian Charter of Rights and Freedoms<sup>20</sup>  
Canadian Human Rights Commission<sup>31</sup>  
Criminal Code of Canada<sup>32</sup>

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, and 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*

<sup>23</sup> <https://laws-lois.justice.gc.ca/eng/acts/E-5.401/FullText.html>

<sup>24</sup> <https://laws-lois.justice.gc.ca/eng/acts/P-4.2/page-1.html>

<sup>25</sup> <https://www.bchrt.bc.ca/>

<sup>26</sup> <https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards>

<sup>27</sup> <https://www.worksafebc.com/en>

<sup>28</sup> <https://www.lrb.bc.ca/>

<sup>29</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/18045>

<sup>30</sup> [https://victimlinkbc.ca/?gad\\_source=1&gclid=EAIaIQobChMIkZHbieOCjAMVYwGtBh0pnTA6EAAAYASAAEgIR8vD\\_BwE](https://victimlinkbc.ca/?gad_source=1&gclid=EAIaIQobChMIkZHbieOCjAMVYwGtBh0pnTA6EAAAYASAAEgIR8vD_BwE)

<sup>31</sup> [Homepage | Canadian Human Rights Commission](https://www.chrc-ccr.ca/homepage)

<sup>32</sup> <https://www.justice.gc.ca/eng/cs-jc/ccc/index.html>

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 Indian Band, Squamish Nation, and Tsleil-Waututh Nation. 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 Musqueam, Squamish, and Tsleil-Waututh 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 three 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 Council 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, Civic Advisory Committees, Indigenous Organizations, and the community service sector.

### 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 its 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 (SPRE) Collaborative
- City Advisory Committees
- Community Centre Associations
- Urban Development Institute (UDI)

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

### 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 an accessibility and inclusion lens 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

#### *Transgender, Gender Diverse and Two-Spirit (TGD2S) Inclusion Strategy and upcoming 2STGD+ Action Plan*

In 2016, the City, working with community, created this plan to support transgender, gender diverse, and Two-Spirit (2STGD+) people, and prioritize their safety and inclusion. The Strategy focuses on fostering inclusive programs and spaces, updating municipal policies for gender diversity, implementing human resources changes to support staff, and engaging with the 2STGD+ community. Vancouver City Council voted to update this Strategy in 2023 and planning and engagement for a renewed action plan is now underway.

*Transgender, Gender Diverse and Two-Spirit (TGD2S) Inclusion Strategy and upcoming 2STGD+ Action Plan Engagement Summary*

The initial Inclusion Strategy relied on internal subject matter experts, 2STGD+ Service Providers and input from the City LGBTQ2+ Advisory Committee, the Vancouver Board of Parks and Recreation TGVI Steering Committee and the Vancouver Board of Education Pride Advisory Committee. The upcoming 2STGD+ Action Plan has a wider scope of engagement including an online survey, and public engagements at LGBTQ2S+ 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 report<sup>33</sup>, 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*<sup>34</sup> based on the lived experience, leadership, and expertise of Indigenous survivors.

*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:

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<sup>33</sup> <https://www.mmiwg-ffada.ca/final-report/>

<sup>34</sup> <https://dewc.ca/dewc-news/red-women-rising/>

- 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

### Housing Vancouver

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

- 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, SRO 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 Federal 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.

## **Action Plan Development Process**

### Drafting the Action Plan

This Action Plan was developed specifically to respond to the FIFA World Cup 2026™ Host City Human Rights Framework<sup>35</sup> ("the Host City Framework").

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 City'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

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<sup>35</sup> [https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework\\_Final\\_EN\\_24-July-2024.pdf](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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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 MMIWG2S+ 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 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 neighbourhood about the impacts of activations on people in these neighbourhoods without housing or who are precariously housed. The City undertook and continues to facilitate focused conversations with key service organizations within these neighbourhoods to speak to these concerns and will ensure there is communication with the community and public that addresses the potential impacts. Further, the City 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 the respective sections of the Action Plan. The City'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 FWC26 Human Rights Framework and informed the development of this Action Plan.

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

A full list of organizations the Host Committee spoke to including members of the FWC26 Human Rights Advisory Panel are presented in Appendix A.

### 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

This current version 1 draft of the Action Plan includes some anticipated actions in response to conversations with various local stakeholder groups as well as indicates where additional considerations arising from those discussions are still underway. The Host Committee will make one further public update to this Action Plan in the lead-up to the event. Between the publication of the version 1 draft and the final draft anticipated to be completed in May, the City will build on the preliminary priority actions established in the first draft by providing further operational details, taking additional community feedback and consultation into account.

## **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 ensure event participants are aware of their human rights and the avenues to report violations and seek remedy in their preferred manner.

## **Monitoring and Reporting**

Monitoring and evaluation of human rights issues or violations at FWC26 venues will occur via existing City tracking features, such as through our Van311 app, and public 311 phone line. These reporting methods are for public use when raising concerns. In cases where an issue occurs in the workplace between City employees the City's Respect in the Workplace policy provides the appropriate procedures to follow.

The City will work with its hosting partners to leverage any additional and existing monitoring and reporting structures. In areas of human rights impact where referrals to non-profit or other external entities may occur, the Host Committee will work with those entities, where feasible, to develop appropriate monitoring measures.

## FWC26 Vancouver Host City Human Rights Action Plan

This Plan addresses the FIFA World Cup 2026™ Host City Human Rights Framework the (Host City Framework)<sup>36</sup> 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:

- Discrimination (section 1.1.1)
- Preventing Housing Displacement (section 1.1.2)
- Showcasing Diversity (section 1.1.3)
- Reconciliation (section 1.1.4)
- Human Trafficking (section 1.2.1)
- Preventing Gender-Based Violence (section 1.2.4)
- MMIWG2S+ Response (section 1.2.6)
- 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, spectators, local community members, and groups or populations that may be at a heightened risk of being adversely impacted.*<sup>37</sup>

The City 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.

<sup>36</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

## 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.<sup>38</sup>*

### **1.1.1 Discrimination Priority Area**

The City will implement a zero-tolerance policy for all acts of discrimination at all public-facing FWC26 venues and events within its purview, including the FIFA Fan Festival and Last Mile. With respect to inclusion, the City 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 City's role is to develop and implement a zero-tolerance policy 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 City will develop and implement a 'Know Before You Go' campaign which will include reminders to visitors of the zero-tolerance policy. This will be implemented through ticket purchase communication, website FAQ, and social posts.
2. The City will ensure all relevant parties, including City staff, vendors, volunteers and spectators are informed of the 'Know Before You Go' campaign and are aware of expectations surrounding conduct, zero tolerance for discriminatory behaviour, as well as avenues for accessing support services.
3. Training and educational resources for staff, volunteers, commercial partners, vendors, artists, security and others to support expectations, how to identify and escalate concerns onsite and processes and procedures (currently under development).
4. Deliver FIFA-developed eLearning modules covering cultural competency, as well as diversity and anti-discrimination to event volunteers as part of the volunteer program's role-specific training.

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<sup>38</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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5. Build positive and inclusive messaging throughout the Vancouver narrative.
6. The City will collaborate with its FWC26 hosting partners to pursue social/local procurement and inclusive employment opportunities, and where possible, will provide support to enable this. Examples of this may include merchandising opportunities, low-barrier employment for public services (such as traffic management, and street cleaning), supporting small business networking, and developing a register of local suppliers to be shared with FIFA and commercial sponsors for their event-related procurements.<sup>39</sup>
7. B.C. Pavilion Corporation, the owner and operator of BC Place Stadium, is in the process of making capital 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 policies and legislative measures reduce the displacement of long-term tenants in favour of short-term rentals and provide a regulatory framework for reporting, monitoring and imposing penalties for infractions.

BC's Residential Tenancy Act<sup>40</sup> guards against unlawful evictions, and the Short-Term Rental Accommodations Act<sup>41</sup> 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.

#### **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 Single Room Occupancy 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

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<sup>39</sup> These examples relate to non-City of Vancouver employees. City employee hiring follows the relevant collective agreements.

<sup>40</sup> [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/02078\\_01](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/02078_01)

<sup>41</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/23032>

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 Policy.
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 City will maintain its grants program for community organizations that provide tenant support and advocacy.

### **1.1.3 Showcasing Diversity Priority Area**

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

#### **City of Vancouver Role**

The City 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 City will provide opportunities for communities with diverse cultural backgrounds to share their histories and culture at FWC26 Fan Festival for example through cultural performances or other displays.
2. The City will ensure thoughtful curation of diverse artist programming for main stage, secondary stage and roaming performances that reflects diversity across genre, cultures, and gender identify representation of our multicultural and inclusive Canadian and British Columbia society
3. The City will ensure thoughtful curation of diverse food and beverage offerings in its Food and Soul programming at FWC26 Fan Festival that appeal to the multicultural identity of this global event inclusive of dietary restriction considerations.

### **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 seek 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 City will 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 City will engage with Urban Indigenous Service providers to understand their feedback and concerns.
4. The City will facilitate the meaningful integration of Indigenous elements into the planning and delivery of the event. Some examples include:
  - Selection of Vancouver's Host City Poster<sup>42</sup>
  - Creation of a sonic ID, Vancouver's official and unique sound signature
  - Participation in the planning of local FWC26 activations
  - Participation in the planning of Vancouver's Host City Campus in 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.<sup>43</sup>*

### **1.2.1 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. The City will leverage existing and available supports for victims of human trafficking, including VictimLink BC.

VictimLink BC is a 24/7 hotline for victims of crime, including those who are the victim of human trafficking.

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<sup>42</sup> <https://vancouverfwc26.ca/poster>

<sup>43</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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### **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**

1. The City will seek to increase awareness of VictimLink BC via its communication channels.
2. The City will explore opportunities to include anti-trafficking within the scope of the Fan Festival 'Know Before You Go' campaign.
3. The City will participate in Human Trafficking Roundtable sessions hosted by the Stronger Cities Network alongside its peer host cities to share information regarding anti-trafficking strategies.

### **1.2.2 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 Act<sup>44</sup> (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 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 City's purview, including the FIFA Fan Festival and Last Mile, will implement child-protection measures, including lost-child protocols.

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<sup>44</sup> [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00\\_96046\\_01](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/00_96046_01)  
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2. Venue staff and volunteers will be made aware of the required reporting avenues described above.

### **1.2.3 Survivor Supports**

The City 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 City will promote awareness of available public survivor supports and resources.

### **1.2.4 Preventing Gender-Based Violence *Priority Area***

The City will continue to coordinate an inter-departmental response to critical gender safety issues in Vancouver's Downtown South and Downtown Eastside neighbourhoods.

#### **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/or human trafficking themselves and those that may interact with this group and could recognize risk.

#### **Priority Actions**

1. Deliver FIFA-developed eLearning modules covering safeguarding, including sexual harassment, abuse, and exploitation, to event volunteers.
2. Provide volunteers with key messages on acting as a supportive bystander as part of Vancouver's in-person role-specific training session.
3. The City will establish processes and procedures at the FIFA Fan Festival site to identify and escalate concerns relating to gender-based violence, as well as including preventing gender-based violence within the scope of the 'Know Before You Go' campaign.
4. The City will continue to apply its Sex Work Response Guidelines<sup>45</sup> and engage its Social Policy team to identify community needs and responses.

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<sup>45</sup> <https://vancouver.ca/files/cov/sex-work-response-guidelines.pdf>  
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5. The City has provided targeted funding support to a community group focused on gender-safety in the public realm during special events such as the FWC26.
  - In response to community discussions to date, the City, in consultation with the Province, is considering further actions to mitigate risks of gender-based violence to be included as feasible in the next update of this draft Action Plan.

### **1.2.5 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 City'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. Deliver FIFA-developed eLearning modules covering safeguarding, including identifying and reporting human rights abuses to event volunteers.
3. Provide volunteers with key messages on acting as a supportive bystander as part of Vancouver's in-person role-specific training session.
4. The City will continue to work and coordinate with organizations with a role in maintaining public realm safety, including community organizations, community policing centres and business improvement associations, sharing information as appropriate.

### **1.2.6 MMIWG2S+ Response Priority Area**

In 2022, the City adopted the MMIWG2S Response Report<sup>46</sup>, which called for the implementation of many recommendations from two historic reports:

- Red Women Rising: Indigenous Women Survivors in Vancouver's Downtown Eastside<sup>47</sup>
- Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls<sup>48</sup>

#### **City of Vancouver Role**

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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

The City is in the process of developing priority actions in consultation with community, and will provide an update on relevant actions in its next iteration of this plan.

## Issue 3: Public Safety

*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.*<sup>49</sup>

### 1.3.1 Rights-respecting Security Protocols Priority Area

Vancouver Police Department (VPD) officers<sup>50</sup> 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.

<sup>49</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

<sup>50</sup> <https://vpd.ca/wp-content/uploads/2022/04/our-commitment-to-the-community.pdf>

- *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 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.

### **Priority Actions**

1. The City's FWC26 Integrated Safety and Security Unit will implement 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 obligations 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)<sup>51</sup>, 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.

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<sup>51</sup> [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96165\\_00](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/96165_00)  
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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 Manual<sup>52</sup>. This manual includes a section on the criteria for the deployment of Remotely Piloted Aircraft Systems (RPAS).

### **Action**

1. The City's private security contractors will maintain ISO/IEC 27001 certification for Information Security Management Systems to keep information assets secure.

## **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.*<sup>53</sup>

### **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 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 confirm 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. However, the City will

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<sup>52</sup> <https://vpd.ca/wp-content/uploads/2026/01/regulations-and-procedures-manual.pdf>

<sup>53</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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continue to provide an accessible avenue for media representatives to contact, which is [media@vancouver.ca](mailto: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.<sup>54</sup>*

### **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 Act<sup>55</sup> and Accessible Canada Act<sup>56</sup>, will be implemented at all FWC26 venues. Accessibility is also an integral component of the Host City FWC26 Mobility Plan.

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.

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.

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<sup>54</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

<sup>55</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/21019>

<sup>56</sup> <https://laws-lois.justice.gc.ca/eng/acts/A-0.6/FullText.html>

**Priority Actions**

1. The City will ensure accessibility requirements are met at FWC26 events within its purview, including the training sites, FIFA Fan Festival and the Last Mile. Accessibility measures will support inclusion of a diversity of experiences for persons with physical, mental health, cognitive, communication, intellectual, sensory, or age-related impairments whether they are seniors, others with age-related impairments, or people with lived experience of mental health concerns or substance use issues.
2. The FIFA Fan Festival will feature a sensory space - a quiet, low-stimulation retreat designed for guests with sensory sensitivities.
3. The FIFA Fan Festival will provide mobility and accessibility options including comprehensive mobility support to ensure easy access, comfort, and independence for guests with disabilities.
4. Experiential activations at the FIFA Fan Festival will include activities designed to be accessible.
5. Accessibility supports at FIFA Fan Festival will be communicated via the FWC26 Fan Festival website, social campaigns, onsite signage, off-site wayfinding and through staff and volunteers.
6. The City will continue to monitor reports of accessibility barriers through its dedicated feedback channels.
7. The Host Committee is working with the Rick Hansen Foundation to conduct a site accessibility audit at the FIFA Fan Festival. Accessible entrance/exits, parking, transportation, site navigation, viewing options, support for sensory related requirements, elders, and youth safety are being explored and implemented and training to support visible and invisible barriers.
8. Deliver FIFA-developed eLearning modules covering accessibility to event volunteers.
9. B.C. Pavilion Corporation, the owner and operator of BC Place Stadium, is in the process of making capital upgrades to the stadium for more accessible guest accommodation, including adding three new passenger elevators. BC Place Stadium will also feature accessible entrance/exits, as well as dedicated pick-up and drop-off areas.
10. 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.
11. The Vancouver Police Department (VPD) ensures accessibility through specialized services for the Deaf, hard-of-hearing, and speech-impaired (DHHSI) community, including Text with 9-1-1 in partnership with Ecomm 9-1-1, 7-1-1 TTY service, and visor 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.<sup>57</sup>*

### **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 Act<sup>58</sup> provides strong renter protections. Provincial short-term rental legislation<sup>59</sup>, 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, 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 remain safe, clean, and accessible.

### **City of Vancouver Role**

The City's role is to provide services for people experiencing homelessness and housing precarity and to enforce relevant municipal regulations that protect people at risk of homelessness in partnership with the Province.

<sup>57</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

<sup>58</sup> [https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/02078\\_01](https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/02078_01)

<sup>59</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/23032>

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.

**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.
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 City will seek to work with community service partners to deploy de-escalation resources to support safe and respectful interactions between venue visitors and vulnerable populations.
5. While the 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 and will seek to deliver FWC26 in a manner that wherever feasible minimizes further disruption to people experiencing homelessness and housing precarity, particularly those in the vicinity of FWC26 venues.
  - In response to community concerns around availability of daytime respite spaces and interactions during visitor surges with people experiencing homelessness in the public realm, the City is discussing further potential actions to mitigate risks to people experiencing homelessness and housing precarity to be included as feasible in the next update of this draft Action Plan.

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.<sup>60</sup>*

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<sup>60</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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### **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. 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 City 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, 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.
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.
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.<sup>61</sup>*

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 Policy<sup>62</sup> and Supplier Code of Conduct<sup>63</sup>.

## **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.<sup>64</sup>*

### **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.

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<sup>61</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

<sup>62</sup> <https://policy.vancouver.ca/AF01401.pdf>

<sup>63</sup> <https://policy.vancouver.ca/AF01401P1.pdf>

<sup>64</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

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

### **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. 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.<sup>65</sup>*

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

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**

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<sup>65</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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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 led by the ISSU.

Staff 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.<sup>66</sup>*

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<sup>66</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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### **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.

## **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.<sup>67</sup>*

### **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

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<sup>67</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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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 and 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.*<sup>68</sup>

**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.

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<sup>68</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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### **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 as to 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™.<sup>69</sup>*

### **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

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<sup>69</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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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.

Also see section 1.2.1 Human Trafficking

## **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™.*<sup>70</sup>

### **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. Furthermore, young 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.*<sup>71</sup>

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<sup>70</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

<sup>71</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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### **2.9.1 Access to human rights information for migrant workers in a language and format they understand**

The City will promote awareness of available public supports for migrant workers offered through community organizations that provide services in multiple languages.

### **2.9.2 Access to legal representation for work-related issues**

The City will promote awareness of available public supports for Migrant Workers offered through community organizations that provide services, including access or referrals to legal support.

### **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 Act<sup>72</sup> 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.

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's 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*

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<sup>72</sup> <https://www.bclaws.gov.bc.ca/civix/document/id/complete/statreg/18045>  
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*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™.*<sup>73</sup>

### **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 City 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.

## **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.*<sup>74</sup>

### **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 mechanism<sup>75</sup> for reporting collusion in bidding for contracts related to FWC26.

### **Priority Action**

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<sup>73</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

<sup>74</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

<sup>75</sup> <https://competition-bureau.canada.ca/en/report-collusion-2026-fifa-world-cup-contracts>

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 City 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 City 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.<sup>76</sup>*

#### **3.1.1 Accessible grievance mechanisms and remediation processes Priority Area**

The City works with several local organizations that provide services and supports to victims of human rights abuses, while ensuring anonymity, non-retaliation and safeguarding. Where appropriate and available, the City can provide referrals to these agencies as a form of remedy.

In British Columbia, human rights complaints may be filed with the British Columbia Human Rights Tribunal<sup>77</sup> which is responsible for accepting, screening, mediating, and adjudicating human rights complaints that fall under the BC Human Rights Code and originate within BC.

In the event an international worker or athlete may want to seek asylum in Canada, the federal government has established processes for those seeking refugee protection.

#### **City of Vancouver Role**

The City's role is to communicate avenues for FWC26 participants and personnel to access remedy for any human rights related impact they may experience and make available existing municipal reporting channels for remedy.

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<sup>76</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)

<sup>77</sup> <https://www.bchrt.bc.ca>

### Priority Actions

1. Deliver FIFA-developed eLearning modules covering the processes for identifying and reporting human rights abuses as part of the volunteer program's role-specific training.
2. Direct visitors at event venues to the FIFA reporting portal to log non-emergency human rights complaints via amplified messaging, as well as training volunteers and staff to direct complainants to the reporting portal.
3. The City will align with FIFA's reporting portal<sup>78</sup> to provide access to supports, resources, and grievance mechanisms via a referral system, leveraging existing internal or municipally funded channels such as the City's 3-1-1 phone line.
4. The City's 3-1-1 phone line will maintain language translation for callers and will continue to offer alternative communication options for those who are deaf, hard of hearing, or have speech disabilities.
5. The City will communicate reporting channels at FWC26 venues over which it has purview.

#### **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 as a form of remedy.

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.

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.

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<sup>78</sup> [External Submission Portal](#)

### **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.<sup>79</sup>*

### **3.2.1 Coordinated Mechanisms and Processes**

The Host City 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 City will establish a point of contact for complaints referred from FIFA's reporting portal to receive and triage human rights complaints. The City will explore the feasibility of using existing 3-1-1 phone line for this function, which offers language translation services. This Action Plan will be updated as the operational details surrounding this mechanism takes further shape.

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<sup>79</sup> 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](https://digitalhub.fifa.com/m/494d934f7de1bad/original/FWC26-Human-Rights-Framework_Final_EN_24-July-2024.pdf)  
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## 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 Committee<sup>80</sup>
- 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)
- Pacific Association of First Nations Women
- BC Coalition of Experiential Communities
- Supporting Women's Alternatives Network (SWAN) Vancouver

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<sup>80</sup> The MMIWG2S+ Committee is focused on Missing Murdered Indigenous Women and Girls Calls for Justice and the Red Women Rising Report recommendations  
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- 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

*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

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## **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>

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*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>

*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>

*Decriminalizing poverty council directive*

Motion: <https://council.vancouver.ca/20210428/documents/cfsc1.pdf>

Minutes (April 28, 2021): <https://council.vancouver.ca/20210428/documents/cfsc20210428min.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>

*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-AccesstoParkBoardServiceswithoutFear-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](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>

*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 Metro Vancouver Regional District 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>

*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>

*Informal and Culturally Appropriate Remediation options available to City staff*

*Government of Canada – Refugee protection in Canada*

<https://www.canada.ca/en/immigration-refugees-citizenship/services/refugees/protection.html>