



# TillsonburgFC Anti-Discrimination Policy

Policy # 10  
Approval Date: 2023-11-06  
Application: TillsonburgFC Directors, Coaches, Officials, Volunteers, Players

## Purpose

The purpose of the TillsonburgFC Anti-Discrimination Policy is to demonstrate that the Club is committed to eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, color, religion or ability and to encourage equal opportunities. TillsonburgFC is responsible for setting standards and values to apply throughout the club at every level. Soccer belongs to and should be enjoyed by everyone, equally. Our commitment is to confront and eliminate discrimination whether by reason of sex, sexual orientation, race, nationality, ethnic origin, color, religion or disability.

Equality of opportunity at TillsonburgFC means that in all our activities we will not discriminate or in any way treat anyone less favorably, on grounds of sex, sexual orientation, race, nationality, ethnic origin, color, religion or disability.

This includes:

- The advertisement for volunteers.
- The selection of candidates for volunteers.
- Courses.
- External coaching and education activities and awards.
- Soccer development activities.
- Selection for teams.
- Appointments to honorary positions.

TillsonburgFC will not tolerate sexual or racially based harassment or other discriminatory behavior, whether physical or verbal and will work to ensure that such behavior is met with appropriate action in whatever context it occurs. TillsonburgFC is committed to the development of the programs of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination within our organization and in the wider context, within Soccer as a whole.

## 1. Policy

1.1. Specifically discrimination is prohibited in:

- 1.1.1. Treating any individual on grounds of gender, color, marital status, race, nationality or ethnic or national origin, religion, sexual orientated or disability less favorably than others.
- 1.1.2. Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are different to the requirements for others.
- 1.1.3. Imposing on an individual requirements which are in effect more onerous on that individual than they are on others. For example this would include applying a condition (which is not warranted by the requirements of the position) which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.



- 1.1.4. Victimization of an individual.
  - 1.1.5. Harassment of an individual (which for the purposes of this policy and the actions and sanction applicable thereto is regarded as discrimination).
  - 1.1.6. Any other act or omission of an act, which has as its effect the disadvantaging of a member against another, or others, purely on the above grounds. In all of TillsonburgFC's recruitment, selection, promotion and training processes, as well as disciplinary matters etc. - in other words all instances where those in control of members are required to make judgements between them - it is essential that merit, experience, skills and temperament are considered as objectively as possible.
- 1.2. TillsonburgFC commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any individual accused of discrimination.
  - 1.3. Any individual found guilty of discrimination will be instructed to desist forthwith. Since discrimination in its many forms is against the Club's policy, any individuals offending will be dealt with under the disciplinary procedure.

## 2. Complaints Procedure

- 2.1. In the event that any individual feels that he or she has suffered discrimination in any way or that the Club Policies, Rules or Code of Conduct have been broken should follow the procedures below.
  - 2.1.1. They should report the matter to the TillsonburgFC President or another member of the Board.
  - 2.1.2. The report should include:
    - 2.1.2.1. Details of what, when, and where the occurrence took place.
    - 2.1.2.2. Any witness statement and names.
    - 2.1.2.3. Names of any others who have been treated in a similar way.
    - 2.1.2.4. Details of any former complaints made about the incident, date, when and to whom made.
    - 2.1.2.5. A preference for a solution to the incident.
- 2.2. TillsonburgFC's Board of Directors will sit for any hearings that are requested.
- 2.3. TillsonburgFC's Board of Directors will have the power to:
  - 2.3.1. Warn as to future conduct;
  - 2.3.2. Suspend from participation in any Club function or role or event;
  - 2.3.3. Remove from the Club registration any person found to have broken TillsonburgFC's Policies or Codes of Conduct.