

# Club Equality Policy

## **Purpose:**

The aim of this policy is to ensure that everyone is treated fairly and with respect and that The Oshawa Kicks Soccer Club is equally accessible to all. The Oshawa Kicks Soccer Club is responsible for setting standards and values to apply throughout the Club at every level. Soccer belongs to and should be enjoyed by, anyone who wants to participate in it. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities. This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

## **Policy:**

The Oshawa Kicks Soccer Club, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that The Oshawa Kicks Soccer Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

The Oshawa Kicks Soccer Club will not tolerate harassment, bullying, abuse or victimization of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. The Oshawa Kicks Soccer Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the Declaration of Expectations for Fairness in Sport (the London Declaration) 2001, Canadian

Human Rights Act 1985 and Employment Equity Act 1995 as well as any amendments to these acts and any new legislation. As the provincial governing body of the game, Ontario Soccer is responsible for setting standards and values to apply throughout the game at every level. Soccer belongs to, and should be enjoyed by, anyone who wants to participate in it. The Ontario Soccer's commitment is to eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. Ontario Soccer is also committed to promoting equality by treating people fairly and with respect, by recognizing that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community. The following policy should be at the heart of your club's activities.

Ontario Soccer fully supports the role of Coaches of Canada and in particular the document 'Coaching Code of Ethics—Principles and Ethical Standards'. Those adopting the template Club Equality Policy are advised to also read the aforementioned document as it gives further weight to the issues and importance of Equality and Ethics in a sports setting.