



## **Diversity, Equity, and Inclusion Policy**

**Policy Type:** Administrative

**Author:** Shelby Percival

**Approver:** Paris FC Executive

**Approval Date:** July 30, 2022

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the Paris Football Club (“Paris FC”) is equally accessible and inclusive to all. Paris FC is responsible for setting standards and values that apply throughout the Club at all levels of play. Our commitment as a community organization and soccer club 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.

Paris FC, its officers, officials, and members are not to 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. Paris FC 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.

Any member, official or officer of Paris FC who believes they have experienced any form of discrimination are asked to notify a member of the Paris FC Executive in writing by email to [info@parisfc.ca](mailto:info@parisfc.ca).

P.O. Box 20072, Paris Ontario  
Contact email: [info@parisfc.ca](mailto:info@parisfc.ca)  
Club website: <https://www.parisfc.ca/>



Paris FC 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 as set out in the Human Rights Code (Ontario), and *Employment Equity Act* 1995 as well as any amendments to these acts and any new legislation related to the rights of people, harassment, and discrimination.

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