



Harassment policy

1.1 HYSC is a member of the Ontario Soccer Association (ONTARIO SOCCER) and all organizations affiliated with the ONTARIO SOCCER including, but not limited to, District Associations, Leagues, Clubs, Associate Members, ONTARIO SOCCER Recognized Non-Club Academies (ORNCA) and all ONTARIO SOCCER Registrants are governed by, and subject to, where applicable

1.2 ONTARIO SOCCER Governing Documents:

1.2.1 ONTARIO SOCCER By-Laws: The ONTARIO SOCCER By-Laws provide the structure and framework for the governance of the ONTARIO SOCCER. The By-Laws are approved by the Member Organizations of the ONTARIO SOCCER.

1.2.2 ONTARIO SOCCER Policies: An ONTARIO SOCCER Policy is a position adopted by the Board of Directors that directs a definitive course of action for the organization to enhance consistent decision making throughout the organization. It may include related actions to enforce even more consistency when implementing the policy position. ONTARIO SOCCER Policies shall be developed and approved by the Board of Directors.

1.2.3 ONTARIO SOCCER Operational Procedures: The ONTARIO SOCCER Operational Procedures are the specific methods or processes used to implement the policies of the organization in the day-to-day operations of the organization. ONTARIO SOCCER Operational Procedures shall be developed by Staff which will provide each Board member with the opportunity to provide feedback before the Operational Procedure is approved by the Executive Director. When required, the development and approval of some Operational Procedures may be delegated to other groups (other than staff)

1.2.4 Governing Documents of FIFA and CSA: The Fédération Internationale de Football Association (FIFA) is the International Sport Governing Body and the Canadian Soccer Association (CSA) is the National Sport Governing Body in Canada.

1.2.5 Applicable Government Legislation: Federal, Provincial and Municipal Legislation for which adherence is mandatory.

2.1 HYSC adheres to Bill 168 for all club volunteers and employees

<https://www.ola.org/en/legislative-business/bills/parliament-39/session-1/bill-168>

3.1 HYSC stands with ECOSA on the take 5 plan for match official harassment

3.1.1 We have zero tolerance for match official abuse within our club and district We will train, educate, and enforce Ontario Soccer's take 5 plan.

3.1.2 The first problem with spectators- The match official will warn the coach(es) about their spectator(s) behaviour. The coach(es) will then be expected to go to their spectators and calm them

3.1.3 The second problem with the spectator(s) will result in a full game time out for 5 minutes. The game will stop. No activity will take place. The players will not practice on the field. The stopped time will not be added as additional time to the game. The referee will report this to the District and/or league.

3.1.4 The third problem with spectators- The game will immediately end and applicable disciplinary action will be taken against the offending team(s) and their Club(s)

4.1 HYSC has a zero tolerance for bullying or discrimination of any kind.

4.1.1 If bullying is occurring during and club related activities, stop bullying on the spot. Bullying must be reported immediately to a coach, manager, or member of the board of directors

4.1.2 All play will be suspended until the issue is resolved

4.1.3 Coaches or managers are required to report immediately to the executive committee

- 4.1.4 Parents will be informed, and asked to participate in any meeting or follow up that will take place
- 4.1.5 An investigation will take place if the board deems it necessary
- 4.1.6 Depending on severity police will be informed if deemed necessary
- 4.1.7 All investigations will be initiated via the board, and then placed in the hands of a third party if deemed necessary
- 4.1.8 Offender(s) will be subject to disciplinary action set forth by the club.

Accessibility and Inclusion Policy:

1.1 The purpose of this Policy is to fulfill the requirements set out in Ontario Regulation 420/07 of the Accessibility for Ontarians with Disabilities Act, 2005, and to establish a policy for HYSC ability to govern the provision of its goods and services to persons with disabilities

1.1.1 “Persons with disabilities”- refers to any person with a disability as defined under the Canadian human rights legislation (e.g. person with a visual impairment, person with a hearing impairment etc.)

1.1.2 HYSC aims to make all aspects of the organization accessible to all. So that any persons can benefit from the same services, in the same place, in a similar way as all other persons

1.1.3 HYSC will work with a person(s) with a disability and his or her support person to examine needs, and adapt programming within a reasonable limit set by the club

1.2 Discrimination on the grounds of sex, race, ethnic origin, class, age, sexual orientation, family status, religion or disability is expressly forbidden in the Hastings Youth Soccer Club field of play, workplace, or in any HYSC sanctioned event.

Further documentation for Accessibility and inclusion:

<https://www.pcsasoccer.com/wp-content/uploads/2015/Policies/Soccer-for-Players-with-a-Disability-Manual.pdf>

https://canadasoccer.com/wp-content/uploads/club_licensing_program/20210412_GuidetoAccessibilityandInclusion_EN.pdf