



## **NIAGARA FALLS SOCCER CLUB**

### **Equality & Inclusion Policy**

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the Niagara Falls Soccer Club (NFSC) is equally accessible to all.

The NFSC is responsible for setting standards and values to apply throughout the Club at every level. We believe that soccer belongs to and should be enjoyed by all who are members here, who participate within 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, financial status, ability or disability and to encourage equal opportunities. This policy is fully supported by the NFSC Directors, staff, and volunteers who are responsible for the implementation of this policy.

The Niagara Falls 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, financial status, ability or disability. It means that the NFSC will ensure that it treats people fairly and with respect and that it will strive to provide access and opportunities for all members of the community to take part in, and enjoy, its activities and programs.

Also, the Niagara Falls 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 it be physical or verbal.

The Niagara Falls 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 \(London Declaration\), 2001](#), [Canadian Human Rights Act 1985](#) and [Employment Equity Act 1995](#) as well as any amendments to these acts and any new legislation.