

FEDS SOCCER EQUITY AND INCLUSION POLICY

Introduction

The Fergus Elora District Soccer Club believes that a quality soccer environment embraces diversity, supports accessibility, and demonstrates inclusion. Since participants' first sport experiences usually happen at the community level, we must ensure that these experiences are positive, enjoyable, developmentally-appropriate, and safe. In addition, access to sport should be as barrier-free as possible through programs, services, and support that meet individual needs and interests.

The goal of this document is to demonstrate that the Fergus Elora District Soccer Club is committed to: embracing diversity, making the sport of soccer accessible to all and including everyone. This policy is applicable to all members of the club, and requires them to adhere and abide by it, as well as the requirements of the Canadian Charter of Rights and Freedoms and Ontario's human rights code.

All members of the Club should read this policy, and this policy shall be posted on the Club's website. Feds Soccer uses the **Canada Soccer's Guide to Accessibility and Inclusion** as our reference to implement the best practices to ensuring our members receive the most equitable, accessible and inclusive soccer environment experience.

Policy

FEDS (Fergus Elora District Soccer Club) is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability or disability and to encourage equal opportunities for all. This policy is fully supported by the Club Board and staff who are responsible for the implementation of this policy.

FEDS, in all its activities will not discriminate, or in any way treat anyone less favorably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability or disability. FEDS 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.

FEDS 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 behavior, whether physical or verbal.

While participation of girls in soccer remains strong, the proportion of female leaders in Canadian sport is low. Women and girls also continue to be underrepresented in the sport and physical activity system (Canadian Association for the Advancement of Women in Sport and Physical Activity, 2012) For these reasons, women in coaching, officiating, and positions of leadership is a key focus of inclusion and accessibility within FEDS. FEDS will encourage staff and coaches to complete the Respect in Sport training "[Keeping Girls in Sport](#)".

FEDS 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 Canadian Human Rights Act 1985 and Employment Equity Act 1995 as well as any amendments to these acts and any new legislation.

If someone is not adhering to this policy, please report this to the Fergus Elora District Soccer Club through the **FEDS Incident Report Form on our website** and send to ferguseloradistrictsoccer@gmail.com

