



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

### **Policy Statement**

SSUFC welcomes all individuals to participate in soccer and believes that embracing differences while removing barriers to promote diversity and equity and foster inclusion, is integral to serving the wider soccer community.

### **Scope**

SSUFC is responsible for setting standards and values that apply throughout the club at all levels of play. SSUFC respects the rights, dignity, and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality, or social/economic status. It aims to confront and eliminate discrimination by reason of any of the above and to actively establish equal opportunities for all.

### **Definitions**

SSUFC adopts the following definition of sports equity:

Sports equity is about fairness in sport, equality of access, recognizing inequalities, and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, socio-economic status, ability, or disability.

A diverse sport environment acknowledges the differences in age, gender, education, and background. It acknowledges and values individuals' unique life experiences, qualities, and characteristics.

An inclusive sport culture embraces, respects, and values differences in people regardless of gender, age, racial background, Aboriginal background, disability, or sexual orientation.

### **Policy**

The policy of SSUFC is to ensure equity is incorporated across all aspects of its development. All club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

SSUFC and its volunteers, 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, socio-economic status, ability or disability.

SSUFC 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.

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**Kincardine and District Minor Soccer Clubis 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.**