



Policies and Procedures

DIVERSITY, EQUITY and INCLUSION POLICY

Maple Leaf Cavan FC (MLCFC) welcomes and encourages 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 community. The aim of this policy is to ensure that everyone is treated fairly and with respect and that MLCFC is equally accessible and inclusive to all.

Maple Leaf Cavan FC is responsible for setting standards and values to 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.

Maple Leaf Cavan FC, its directors, 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. MLCFC 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 the Club who believes they have experienced any form of discrimination are asked to report the matter immediately to the Club President or Vice President.

Maple Leaf Cavan 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 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.

Through this policy, Maple Leaf Cavan FC encourages and supports:

- a) The participation of all interested individuals in all aspects of soccer in its programmes
- b) The equal provision of opportunity and resources
- c) An environment that is welcoming for any interested participant, whether as a player, coach, official, administrator, volunteer, or spectator.



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Maple Leaf Cavan FC will:

- a) Ensure that the achievement of equal opportunities is a key consideration when developing, updating, or delivering programs, policies, and projects
- b) Ensure that the concerns and needs of all participants are identified, promoted, and supported
- c) Ensure that MLCFC's governance structure encourages and promotes the full and equal participation of all participants
- d) Work to portray a diverse range of participants in Club communications including publications, social media and the MLCFC website.

Reference Documents

- Canada Soccer: Guide to Accessibility and Inclusion
- Ontario Human Rights Code www.ohrc.on.ca/en/ontario-human-rights-code
- Canadian Human Rights Act www.laws-lois.justice.gc.ca/eng/acts/h-6/page-1.html#h-256801

MLCFC Policy Effective 2023