

Greater Napanee Soccer Club Equity and Inclusion Policy

INTRODUCTION

Greater Napanee Soccer Club (GNSC) fully supports and endorses Canada Soccer's belief and advocacy that a quality soccer environment embraces diversity, supports accessibility, and demonstrates inclusion. Greater Napanee Soccer Club utilizes Canada Soccer's Guide to Accessibility and Inclusion as our key point of reference in continuing to adopt and implement the best practices and procedures in ensuring we are servicing all of our members, volunteers, board of directors and general community with the most accessible, equitable and inclusive soccer environment possible and providing a positive experience for all.

POLICY

The GNSC Equity and Inclusion Policy provides the standards through which our club adheres to in providing fair, equitable and positive soccer experiences in all club activities, as well as in the carrying out of all levels of club involvement including governance, administration and communications. GNSC is responsible for establishing the model of inclusivity by proactively taking the necessary steps to ensuring a soccer environment free of discrimination and harassment. GNSC establishes this standard of behavior through this policy and through the GNSC Code of Conduct.

GNSC's commitment 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. This policy is fully supported by the Club Officials who are responsible for the implementation of this policy.

GNSC, 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. It means that GNSC 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.

GNSC 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.

GNSC 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.