

Waterloo Minor Soccer Club Equality Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Waterloo Minor Soccer Club is equally accessible to all.

Waterloo Minor Soccer Club is responsible for setting standards and values to apply throughout the club at every level. Soccer belongs to and should be enjoyed by, anyone who wants to participate in 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, ability or disability and to encourage equal opportunities. This policy is fully supported by the Club Directors who are responsible for the implementation of this policy.

Waterloo Minor 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, ability or disability. It means that Waterloo Minor Soccer Club 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.

Waterloo Minor Soccer Club will not tolerate harassment, bullying, abuse or victimizing of any individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Waterloo Minor 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 (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.