



Equity and Inclusion Policy

South Windsor Youth Soccer Club is committed to fostering respect and dignity for each of its members, whether they are players, parents and/or volunteers. This policy is intended to guarantee equal opportunities and a playing environment free of discrimination to all those involved.

Discrimination on the grounds of sex, race, ethnic origin, class, age, sexual orientation, family status, religion or disability is expressly forbidden within the South Windsor Youth Soccer Club organization, in any South Windsor Youth Soccer Club related activity.

In addition, South Windsor Youth Soccer Club will take positive measures to ensure that all playing and volunteer opportunities with South Windsor Youth Soccer Club are equally available to all who are current members of the soccer club.

Right to Equal Opportunity

South Windsor Youth Soccer Club prohibits any treatment which has a discriminatory effect on any person based on any of the following prohibited grounds; sex, race, ethnic origin, class, age, family status, sexual orientation, religion, or disability.

In addition to the rights ensured by this policy, members and volunteers have a legal right to equal opportunities within the club. Discrimination is prohibited by several pieces of legislation, including the Canadian Human Rights Act and provincial human rights acts.

Discrimination

Discrimination is defined as any distinction that disproportionately and negatively impacts on an individual or group in a way that it does not impact on others. Whether or not such discrimination is intentional is irrelevant. Rather, the effect of the acts on the target of the discrimination is the relevant criterion.

- **Direct discrimination** occurs where an individual is treated less favorably than others on the basis of a prohibited ground.
- **Indirect discrimination** occurs where practices or acts not reasonably related to soccer club activities or participation in any South Windsor Youth Soccer Club Soccer Activities or programs and services have a negative impact on individuals or groups on the basis of a prohibited ground of discrimination.
- **Systemic discrimination** may occur where long term practices have resulted in structures of volunteering that disadvantage individuals because they are members of certain groups.

- **Adverse Effect Discrimination** occurs when the application of an apparently neutral law or policy has a disproportionate and harmful impact on individuals from particular social groups. For example, a dress code that required all employees or members to wear a particular type of hat would adversely impact on persons who, for religious reasons, wear turbans.
- **Retaliation** occurs where a person has made a complaint of discrimination and the party who is alleged to have committed the discriminatory act takes further or increased harmful action toward the complainant because of that complaint.

Pregnancy Discrimination Is Sex Discrimination

Where opportunities are denied to a woman because of a pregnancy or an anticipated or possible pregnancy, that woman has been discriminated against on the basis of sex. Sex discrimination is prohibited.

Sexual Harassment Is Sex Discrimination

Sexual harassment within the organization, either in the form of direct sexual demands or threats related to soccer club advantages or disadvantages, or in the form of sexist attitudes or treatment that poisons the atmosphere, constitutes sex discrimination and is prohibited. A Soccer Club which is free of sexual discrimination is a members right.

South Windsor Youth Soccer Club, through its Board of Directors, is committed to ensuring that no sexual harassment occurs in any volunteer or soccer related exchange and any South Windsor Youth Soccer Club sanctioned programs and services. Any complaints concerning allegations of sexual harassment will be dealt with through the complaints policy listed by South Windsor Youth Soccer Club.

IMPLEMENTATION

Recruitment

All South Windsor Youth Soccer Club promotional materials will attempt to encourage diversity among members and players to South Windsor Youth Soccer Club. They will state that South Windsor Youth Soccer Club is an equal opportunity organization that welcomes members from diverse backgrounds.

MONITORING/COMPLAINT PROCEDURES

This Policy will be reviewed on an annual basis by the board of directors. Where a member believes that there has been a failure of the policy, the member should follow the complaint procedures posted by the club.

South Windsor Youth Soccer Club will treat all such complaints in a serious manner, will investigate all formal complaints via the SYWSC discipline committee, and will discipline any person found in breach of this policy without regard to their status within South Windsor Youth Soccer Club.

Any person who feels that she or he has suffered from discriminatory treatment should also be reminded of the remedies available to him or her under the applicable human rights legislation. Where a member of South Windsor Youth Soccer Club has been discriminated against by any member of South Windsor Youth Soccer Club, South Windsor Youth Soccer Club will support and assist the person alleging discrimination in whatever manner seems appropriate.