



Huntsville Soccer Club

Diversity and Inclusiveness Policy

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Purpose & Application

The purpose of this document is to outline the Huntsville Soccer Club's position on diversity, inclusiveness and a respectful environment. The Huntsville Soccer Club is committed to maintaining a safe and supportive environment, free from unacceptable behaviour as outlined in this policy, such as discrimination, harassment, bullying and violence. The Huntsville Soccer Club will make every reasonable practicable effort to ensure that no member is subjected to unacceptable behaviour. The Huntsville Soccer Club has zero tolerance towards discrimination, harassment, bullying and violence and any members who engage in these behaviours are in violation of this policy and will be subject to corrective action, as set out below.

The Huntsville Soccer Club believes in diversity and inclusion and shall support and maintain procedures related to this policy to ensure the inclusion of all members regardless of national origin, colour, religion, socio-economic status, geographic location, physical ability, sexual orientation, etc. to the game of soccer.

This policy applies to all directors, officers, volunteers, coaches, team officials, referees, administrators, spectators, players and parents/guardians.

DEFINITIONS

Diversity means the inclusion of individuals representing more than one national origin, colour, religion, socio-economic status, geographic location, physical ability, sexual orientation, etc.

Discrimination means any form of unequal treatment, whether imposing extra burdens or denying benefits, based on any of the following grounds:

- race;
- colour;
- ancestry;
- place of origin;
- religion;

- marital status;
- family status;
- physical disability;
- mental disability;
- sex;
- sexual orientation;
- gender identity;
- gender expression;
- age;
- perception that one of the above grounds applies; and
- association or relationship with a person identified by one of the above grounds.

Bullying is repeated aggression conducted by an individual or a group against others. Such aggressive behaviour may be written, oral, or physical. Individuals may be bullied by electronic means.

UNACCEPTABLE BEHAVIOUR

Discrimination

Discrimination means a distinction, whether intentional or not, which has the effect of imposing burdens, obligations, or disadvantages on an individual or group that is protected by applicable human rights legislation, that is based on an applicable prohibited ground, and that is not imposed on others, or which withholds or limits access to opportunities, benefits, and advantages available to other members. Discrimination may include the fostering of a poisoned environment which is signified by repeated behaviours, comments, or broader systemic issues related to prohibited grounds of discrimination that have or could have a negative effect on individuals in the environment.

Inappropriate Conduct

For the purpose of this policy, inappropriate conduct means an incident or series of incidents:

- Unwelcome or ought reasonably known to be unwelcome;
- Not based on a prohibitive ground of discrimination;
- Could reasonably cause the member to whom it is directed to be humiliated or intimidated; or
- Repeated, or in the case of a single incident, has a harmful lasting effect.

Harassment and Bullying

For the purpose of this policy, harassment and bullying is defined as inappropriate or vexatious conduct, comment, display, action or gesture by a person that is related to membership at the Huntsville Soccer Club; harassment and bullying:

- May be based on or related to a prohibited ground of discrimination as set out in applicable human rights legislation;
- Is unwelcome or is of such a nature that it would be reasonable to assume that it is unwelcome;
- Detrimentally affects the environment including that it causes or could reasonably cause the member to whom it is directed to be humiliated or intimidated;
- Is based on a single incident that has a lasting, harmful effect, or repeated incidents; or
- Violates a person's right to respect, dignity and protection of physical or psychological integrity.

RESPONSIBILITIES

The Huntsville Soccer Club will encourage:

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

The Huntsville Soccer Club will ensure that:

- a) The achievement of equal opportunities is a key consideration when developing, updating, or delivering its programs, policies, and projects;
- b) The concerns and needs of all participants are identified, promoted, and supported;
- c) Its governance structure encourages and promotes the full and equal participation of all participants;
- d) Its programs and activities welcome a diverse range of participants;
- e) Its seeks out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization; and
- f) A diverse range of participants are portrayed equitably in promotional materials and official publications.

The Huntsville Soccer Club will ensure that:

- a) Individuals have the right to freedom from harassment, bullying, violence, and discrimination.
- b) Individuals also have a positive duty to:
 - a. refrain from engaging in harassment, bullying, violence, and discrimination;
 - b. only when it is safe to do so, proactively curtail harassing, bullying, violent, and discriminatory conduct they observe;
 - c. report incidents of harassment, bullying, violence and discrimination to the Club Executive (Board of Directors) and the Board of Directors will investigate the complaint; and
 - d. fully cooperate with any investigation into any allegation of suspected harassment, bullying, violence, or discrimination.

PROCEDURE FOR REPORTING AND INVESTIGATING COMPLAINTS

If reasonable to do so, the complainant is encouraged to try to resolve the situation with the alleged harasser. Where the situation cannot be resolved, or the situation continues, individuals shall report the conduct to the Board of Directors who will investigate the complaint.

All complaints will be handled promptly and fairly, ensuring confidentiality permissible within the law, for all parties.

The Board of Directors will:

- treat all complaints seriously,
- document all findings,
- maintain appropriate confidentiality,
- offer appropriate support to the complainant, and
- take appropriate disciplinary action where necessary.

A finding that a member has engaged in any unacceptable behaviour as defined in this policy is a breach of this policy and constitutes prohibited conduct that will not be tolerated and is subject to corrective action which may include discipline up to and including revocation of registration status or removal of the ability to coach or serve as a volunteer.

ONGOING COMMITMENT TO DIVERSITY AND INCLUSIVENESS

The Huntsville Soccer Club understands that the key to being a diverse organization is to be inclusive in all strategies, plans, and actions of its operations whether they relate to technical programs, operations, business management, sponsorship, marketing, media, or communications. The Huntsville Soccer Club resolves to incorporate diversity concerns in its operations, activities, and partnerships on a continuing basis.

Allegations of unacceptable behaviours, as defined by this policy will be dealt with seriously, expediently, and confidentially in accordance with the applicable procedures.