



Football Canada is dedicated to encouraging a supportive and inclusive culture amongst all persons with equal opportunity to participate in the sport of football and all its disciplines at all levels for its athletes, coaches, officials, volunteers and staff. Football Canada is an inclusive sport that provides equal access and opportunity to all participants regardless of gender, race, religion, nationality or ability. We will continue to strive to promote diversity and eliminate discrimination in the game and associated workplaces. Our aim is for our organization be represented by all sections of society.

Each individual will be respected and valued and able to give his or her best as a result. This policy reinforces our commitment to providing equality and fairness to all across all levels of engagement and not provide less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, sexual orientation, and religion or belief.

We are opposed to all forms of discrimination. All employees and participants, no matter whether they are volunteer, part-time, full-time or temporary, will be treated fairly and with respect. When Football Canada selects candidates for employment, promotion, training or any other benefit, it will be on the basis of their aptitude and ability. All Board members, members, employees and participants will be given help and encouragement to develop their full potential and utilize their unique talents. Therefore, the skills and resources of our organization will be fully utilized, and we will maximize the efficiency of our whole workforce and participants.

Commitments from Football Canada

- To create an environment in which individual differences and the contributions of all team members are recognized and valued.
- Football Canada will endeavour to publish its material in a gender-neutral language and promote the sport with culturally diverse images.
- To create a working environment that promotes dignity and respect for every employee, participant and volunteer.
- To not tolerate any form of intimidation, bullying or harassment and to discipline those who breach this policy.
- To make training, development and progression opportunities available to all staff based on merit in accordance with Governance policies.

- To promote diversity and equality within the football community which allows Football Canada to provide good management practices, make sound business sense, promote growth in the game.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To ensure Board members, members, participants and employees to treat everyone with dignity and respect.
- To regularly review all our practices and procedures so that fairness is maintained at all times.
- To track and report annually on diversity and inclusion performance commitments.

Football Canada will inform all employees, participants and members through bulletins and information available on footballcanada.com, that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace and within the sport. The policy will also be drawn to the attention of partners, stakeholders, suppliers and job applicants. Our policy will be monitored and reviewed annually to ensure equality and diversity are continually promoted in the organization.

- *July 2020.*