



Non-Discriminatory Hiring Policy

The Fundy Youth Soccer Club is committed to providing equal employment opportunities to all individuals without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other characteristic protected by applicable laws. FYSC values diversity and seeks to create an inclusive and welcoming environment for all.

Recruitment and Selection Process:

1. **Job Descriptions:** All job descriptions will be written to focus on skills, qualifications, and experience necessary for the role.
2. **Advertisement and Outreach:** Job postings will be advertised widely to attract a diverse pool of candidates. Outreach efforts will ensure a broad reach across various communities and platforms.
3. **Application and Screening:** Applications will be screened based on objective criteria related to the job requirements. Initial selection will be made solely on qualifications, experience, and skills relevant to the position.
4. **Interview Process:** Interviews will be conducted by a panel of fair and unbiased evaluators. Questions will focus on job-related competencies and behaviors.
5. **Selection and Offer:** Hiring decisions will be based solely on merit and suitability for the role. Offers will be made without regard to any protected characteristic.

Commitment to Diversity and Inclusion:

- We are dedicated to fostering a diverse workforce that reflects the communities we serve.
- Discrimination of any kind during the hiring process will not be tolerated.
- Accommodations will be provided during the recruitment process for applicants with disabilities, ensuring equal opportunities.



Accountability:

- All hiring interviewers are committed to fair hiring practices.
- Regular reviews of our hiring practices will be conducted to ensure compliance with our non-discriminatory policy.

Reporting:

- Any concerns or complaints regarding discriminatory practices during the hiring process can be reported confidentially to the President.

FYSC is committed to upholding this non-discriminatory hiring policy and fostering an environment where diversity is celebrated, and all individuals are valued and respected.