



Gander Revolution Football Club (GRFC)

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



Diversity, Inclusion and Equality Policy

Gander Revolution Football Club (GRFC) fully supports Canada Soccer's belief and advocacy that a quality soccer environment embraces diversity, supports accessibility, and demonstrates inclusion.

GRFC utilizes [Canada Soccer's Guide to Accessibility and Inclusion](#) as our key point of reference in continuing to adopt and implement the best practices and procedures in ensuring we are servicing all of our members, staff, volunteers, executive and general community with the most accessible, equitable and inclusive soccer environment possible and providing a positive experience for all.

POLICY

The aim of this policy is to ensure that everyone is treated fairly and with respect and that GRFC is equally accessible and inclusive to all. GRFC's commitment as a community organization and soccer club is to establish values and set an example for appropriate behaviour, 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.

The GRFC executive, staff, volunteers and members are not to 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.

For the purposes of this policy, the following behaviours are considered discrimination; harassment, bullying, abuse or victimization of an individual. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Any member, official or officer of the Club who believes they have experienced any form of discrimination are asked to address it to the President via this email address: ganderrevolution@gmail.com as soon as possible.

GRFC will create a culture that treats people fairly and with respect. The Club will provide access and opportunities for all members of the community to take part in and enjoy its activities.

STANDARDS

- GRFC is responsible for establishing the model of inclusivity by proactively taking the necessary steps to ensure a soccer environment free of discrimination and harassment.
- GRFC will consider making accommodations for individuals where doing so would support diversity, equity and inclusion.



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- GRFC will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.
- GRFC will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.
- GRFC expects members to model their behaviour in accordance with the Club's player, coach and parent codes of conduct.