



## **Guysborough County United Soccer Club Accessibility and Inclusion Policy**

### **1. Introduction**

GCU Soccer is committed to creating a safe, inclusive, and welcoming environment where everyone, regardless of ability, background, or identity, can participate in soccer. We believe in fostering a culture that embraces diversity, ensures accessibility, and promotes equity. We adhere to the guidelines of the Canada Soccer: Guide to Accessibility & Inclusion.

### **2. Commitment to Accessibility and Inclusion**

We recognize that accessibility is an outcome (ensuring all individuals can participate in our programs), while inclusion is an ongoing process (creating environments where everyone feels valued and respected). Our club commits to:

- Removing barriers to participation for all members, including individuals with disabilities, newcomers, racialized groups, and underrepresented genders.
- Providing accommodations and adaptive programming to meet diverse needs.
- Ensuring equal opportunities for leadership, coaching, and volunteering roles.
- Maintaining an ongoing dialogue with our community to continually improve accessibility and inclusion efforts.

### **3. Creating an Inclusive Environment**

To support an inclusive environment, we will:

- Promote and uphold the principles of respect, dignity, and fairness in all club activities.
- Implement anti-bullying and anti-harassment policies in all operations.
- Offer training and education for players, coaches, volunteers, and staff on diversity, inclusion, and unconscious bias.
- Offer financial assistance programs to support participation from low-income families.
- Ensure accessible facilities, programming, and communication methods.

### **4. Engaging Underrepresented Groups**

We actively seek to engage and support participation from diverse groups by:

- Partnering with organizations that support equity-seeking communities.
- Providing specialized programs as needed.
- Offering language support and culturally inclusive programming.
- Encouraging female, Indigenous, LGBTQI2S, and racialized participation in all aspects of the club.

## **5. Accountability and Continuous Improvement**

To ensure our commitment to accessibility and inclusion is upheld:

- We will conduct periodic reviews of policies and programs to ensure they remain inclusive and effective.
- We will seek feedback from participants, families, and community members.
- We will report on our efforts and progress in fostering an inclusive soccer environment.

## **6. Reporting and Addressing Concerns**

Our club takes reports of discrimination, harassment, and exclusion seriously. Any concerns can be reported confidentially to the designated club representative, who will ensure a fair and thorough review.

## **7. Conclusion**

GCU Soccer Club believes that soccer is for everyone. By embedding accessibility and inclusion in all aspects of our club, we strive to ensure that every participant feels welcome, valued, and empowered to succeed in the game and beyond.

For more information on Accessibility and Inclusion please refer to the Canada Soccer Guide to Accessibility & Inclusion.

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This policy is subject to periodic review and updates as necessary. If you have any questions or suggestions, please contact Jeff Myers (jmyers@modg.ca).