



Halifax Dunbrack Soccer Club

EQUITY AND INCLUSION POLICY

POLICY STATEMENT

Halifax Dunbrack Soccer Club (HDSC) fully supports and endorses Canada Soccer's belief and advocacy that a quality soccer environment embraces diversity, supports accessibility, and demonstrates inclusion. HDSC utilizes *Canada Soccer's Guide to Accessibility and Inclusion* as our key point of reference for the best practices and procedures to ensure we are servicing all of our members, staff, volunteers, board of directors, and general community with the most accessible, equitable, and inclusive soccer environment possible and to provide a positive experience for all.

PURPOSE

This *Equity and Inclusion Policy* is designed to ensure that every individual is treated fairly and that HDSC is equitably accessible to all. This policy applies to all members of HDSC and requires members, staff, and volunteers to abide and adhere to it. A welcoming environment has a culture that ensures everyone participating in, soccer feels actively encouraged, included, and valued. It involves actively seeking to understand, removing barriers to full and meaningful participation, and bridging the gap for people who may have previously felt excluded. These changes make soccer more appealing to potential participants.

WHY IS THIS POLICY IMPORTANT?

Soccer belongs to, and should be accessible to anyone who wants to participate without fear of discrimination. HDSC will not discriminate or in any way treat anyone less favorably on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religion, age or belief. HDSC shall promote the principles and practices of equality and inclusiveness in all aspects of its activities and endeavor to provide fair and balanced access to resources, programming, and a full range of opportunities for all members of the community.

HDSC understands that these items include not only policy but also procedure, and it is essential to review these policies and procedures to improve. We are also dedicated to implementing any policy released by our parent organizations, *Soccer Nova Scotia* (SNS) and *Canada Soccer*. HDSC is committed to further educating our coaches, staff, and Board, on how to create a welcoming, diverse environment for all to feel welcome.

PROCEDURE

HDSC will not tolerate harassment, bullying, abuse, or victimization of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or -racially- based harassment or other discriminatory behavior, whether physical or verbal. HDSC is committed to equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the *Nova Scotia Human Rights Act* and *Employment Equity Act 1995*, as well as any amendments to these acts and any new legislation.



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This policy is governed by HDSC's *Conflict Resolution Policy*.

1. Reports of discrimination should be detailed as soon as possible, to ensure the event is formally addressed in a timely manner.
2. Reports should be forwarded to the Club Operations Lead.
3. The Club Operations Lead will follow up within 72 hours and notify the Risk Committee if necessary.
4. Per the Conflict Resolution Policy, the Risk Committee will conduct interviews, meetings and/or a discipline hearing will be held, if required.

All HDSC staff and members must adhere to the terms of this Policy in conjunction with the *Canada Soccer Guide to Accessibility and Inclusion*, the *Nova Scotia Human Rights Act*, and any other relevant legislature.

Related Documents

Conflict Resolution Policy

Additional Resources

Soccer Canada Guide to Accessibility and Inclusion