

# Diversity, Inclusion and Equality Policy

## INTRODUCTION

The PEI Soccer Member Clubs (Clubs) fully supports Canada Soccer's belief and advocacy that a quality soccer environment embraces diversity, supports accessibility, and demonstrates inclusion. Clubs utilize the [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, board of directors 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 the Clubs are equally accessible and inclusive to all. The Clubs are responsible for setting standards and values to apply throughout the Club at all levels of play. Our commitment as a community organization and soccer club is to 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.

Clubs board members, 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. Clubs 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 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 report it to a staff member or Board member as soon as possible.

Clubs will ensure that it 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

- Clubs are responsible for establishing the model of inclusivity by proactively taking the necessary steps to ensure a soccer environment free of discrimination and harassment.
- Clubs will consider making accommodations for individuals where doing so would support diversity, equity and inclusion.
- Clubs will actively seek viewpoints and experiences from the soccer community to foster a more diverse, equitable and inclusive environment.
- Clubs will support members in fostering diverse, equitable and inclusive environments through educational initiatives and by providing resources.
- Clubs expect members to model their behaviour in accordance with the Club's player, coach and parent codes of conduct.

Note: Content contribution by permission of Eliot River Soccer Club