



Equity and Inclusion Policy

SPDSA Policy

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Replaces: N/A

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Next Review Date: Jan 2021

Approval Responsibility: Board of Directors

Administrative Responsibility: General Manager, Staff, Board of Directors

Policy Statement

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the Sherwood Park District Soccer Association (SPDSA) is equally accessible and inclusive to all.

Guidelines

The Sherwood Park District Soccer Association is responsible for setting standards and values to apply throughout the association 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, color, religion or belief, ability or disability and to encourage equal opportunities.

The Sherwood Park District Soccer Association, its officers, officials and members are not to discriminate, or in any way treat anyone less favorably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability or disability. The SPDSA 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. Any member, official or officer of the association who believes they have experienced any form of discrimination are asking to complete a [Serious Occurrence Report Form](#) as soon as possible and follow the reporting procedure outlined in the SPDSA's [Serious Occurrence Policy](#).

The Sherwood Park District Soccer Association is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies.