

Diversity and Inclusion/Anti-bullying Policy

**PURPOSE**

• Stony Plain Soccer League (SPSL) is committed to developing and fostering an inclusive and diverse environment for coaches, players, parents, and volunteers. A diverse coaching and playing environment recognize the differences in race, age, gender, education, and background. SPSL recognizes individuals’ unique life experiences, qualities, and characteristics. We explicitly reject bullying of any kind, and in any form. An inclusive coaching and playing culture embraces, respects, and values differences in people regardless of race, gender, sexuality, or disability.

 **POLICY**

**Guidelines**

SPSL is committed to providing an environment that promotes diversity and inclusion. Participants and coaches should be judge purely on their skills and character as a person and nothing else. SPSL have ZERO tolerance for any racism and discrimination of any type from all members towards anyone. We are committed as an organization to try our best to eliminate discrimination at all levels. Soccer is for everyone.

 **Access**

Access is both physical and attitudinal. SPSL will work to provide access to all abilities.

**Attitude**

Attitude is often cited as one of the biggest barriers and underpins all the pillars of inclusion. Without a doubt, a positive attitude goes a long way to making inclusion a reality.

**Choice**

SPSL will work to develop more programs for all abilities. Participants and coaches always are provided with a choice of where they want to play and who they want to coach.

**Partnerships**

SPSL currently uses Jumpstart and KidSport to help with fees for participants from low-income families to have the ability to play.

**Communication**

SPSL coaches and volunteers will continue to educate themselves for the best practices in communication about diversity and inclusion. Communication is key and all coaches and volunteers will be provided a copy of this policy.

**Race discrimination**

SPSL is committed to this policy and creating an avenue for complaints about discrimination to be taken seriously by the board members.

**Opportunities**

SPSL will look to create opportunities for all-abilities to improve their lives and their sporting journey. Opportunities to advance will be available to all members of SPSL regardless of race, age, gender, or sexuality.

SPSL is committed to a welcoming environment that is for all-abilities. We take all complaints of discrimination from coaches, volunteers, players, referees, and spectators very seriously. Any member of SPSL found to be involved in any discriminatory event will follow the discipline process.

**Bullying**

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone.

SPSL coaches and volunteers will be reminded to look for bullying behaviors, and to report them to SPSL immediately.

 **APPLICABILTY**

• This policy applies teams registered with Stony Plain Soccer League.