



SWIFT CURRENT SOCCER ASSOCIATION

ACCESSIBLE, INCLUSIVE, AND WELCOMING ENVIRONMENTS – POLICY – APPROVED NOVEMBER 20, 2023

INTRODUCTION

Creating accessible, inclusive, and welcoming environments within the context of the Swift Current Soccer Association (SCSA) is essential to ensure that everyone, regardless of their abilities, backgrounds, or circumstances, can participate in and enjoy the sport.

We believe that soccer is for everyone, and this policy reflects our commitment to providing equal opportunities and fostering a sense of belonging for all who wish to participate in soccer.

This policy applies to all Club Representatives and participants of the soccer program.

DEFINITIONS

- a. **Participants:** Any individual participating in soccer activities with the SCSA.
- b. **Club Representatives:** Board Members, Staff, Referees, Team Personnel, Volunteers, Members, and other individuals acting on behalf of the SCSA in any capacity.

KEY PRINCIPLES

- a. **Accessibility:** We will take all necessary steps to ensure that our facilities, programs, and communication methods are accessible to individuals with disabilities.
- b. **Inclusivity:** We are committed to fostering an inclusive culture that respects and values diversity, including but not limited to age, gender, race, ethnicity, religion, sexual orientation, and physical or cognitive abilities.
- c. **Welcoming Environment:** We will work to create an atmosphere in which every individual feels welcomed, respected, and valued.

ACCESSIBILITY INITIATIVES

- a. **Facility Accessibility:** We will strive to make our facilities and venues accessible to all individuals. This includes providing accessible parking, ramps, restrooms, and seating areas. We will also



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ensure that our facilities comply with the relevant accessibility standards and regulations.

- b. **Program Accessibility:** All soccer programs and events will be designed with the goal of making them accessible to individuals with disabilities. This may include offering modified or adaptive programs as needed.
- c. **Communication Accessibility:** We will make efforts to provide information in accessible formats, such as large print, braille, and digital formats. We will also ensure that our website and digital content comply with web accessibility standards.

INCLUSIVITY INITIATIVES

- a. **Diversity and Inclusion Training:** All staff and volunteers are encouraged to take diversity and inclusion training which includes topics related to bias, cultural competence, and disability awareness.
- b. **Anti-Discrimination Policy:** We strictly enforce anti-discrimination which prohibits discrimination based on race, color, religion, gender, sexual orientation, age, disability, and any other protected status.
- c. **Reasonable Accommodations:** The SCSA will provide reasonable accommodations for individuals with disabilities to ensure their full participation in our programs and activities.

WELCOMING ENVIRONMENT INITIATIVES

- a. **Code of Conduct:** The SCSA has established a *Code of Conduct* policy that outlines the expected behavior of all participants and stakeholders to maintain a welcoming and respectful environment.
- b. **Communication and Feedback:** The SCSA has established the following channels for open and confidential communication to receive feedback and concerns related to inclusivity and accessibility. This includes the option to anonymously mail a concern to the address below.
 - i. **Primary:**
Mike Gurski
PO Box 2132
Stn Main
Swift Current, SK



SWIFT CURRENT SOCCER ASSOCIATION

S9H 4V1

Mobile: 306-774-6774

Email: scsatechdirector@gmail.com

ii. Alternates:

Danielle Ferguson – scsatimbitssoccer@gmail.com

Keleah Ostrander – scsapresident1@gmail.com

Jenna Parenteau - swiftcurrentsoccer@gmail.com

COMPLIANCE AND ACCOUNTABILITY

The SCSA will regularly assess and review its policies, practices, and facilities to ensure compliance, relevance, and effectiveness in promoting accessible, inclusive, and welcoming environments.

Any violations of this policy will be addressed through appropriate disciplinary procedures.