



## **Diversity and Inclusion/Anti-bullying Policy**

### **PURPOSE**

• Whitecourt Minor Soccer Association (WMSA) 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. WMSA 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**

WMSA 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. WMSA 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. WMSA 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**

WMSA will work to develop more programs for all abilities by 2024. Participants and coaches should always be provided with a choice of where they want to play and who they want to coach.

#### **Partnerships**

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

## **Communication**

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

Race discrimination

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

Opportunities

WMSA 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 WMSA regardless of race, age, gender, or sexuality.

WMSA 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 WMSA 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.

WMSA staff, coaches, and volunteers will be reminded to look for bullying behaviours, and to report them to WMSA immediately.

## **APPLICABILITY**

- This policy applies teams registered with WMSA.