



EQUITY DIVERSITY & INCLUSION POLICY

Revision Date: November 16, 2023

Caboto Soccer Club is committed to ensure that everyone is treated fairly, with respect and that our club is equally accessible to all.

POLICY

Caboto Soccer Club is responsible for setting standards and values to apply throughout the club at every level. Soccer belongs to, and should be enjoyed by anyone who wants to participate in it. Caboto Soccer Club commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or belief, marital status, ability or disability and to encourage equal. This policy is fully supported by Caboto Soccer Club Board of Directors as well as staff, who are responsible for the implementation of this policy.

Caboto Soccer Club in all of its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, race, nationality, ethnic origin, colour, religion or belief, marital status, ability or disability. It means that Caboto Soccer Club will ensure that it treats people fairly and with respect and that it will provide access and opportunities for everyone to take part in, and enjoy its activities.

Caboto Soccer Club will not tolerate harassment, bullying, abuse or victimization of an individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical, verbal or mental. Caboto Soccer Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Caboto Soccer Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirement of the Declaration of Expectations for Fairness in Sport (the London Declaration) 2001, Canadian Human Rights Act 1985 and Employment Equity Act 1995 as well as any amendments to these acts and any legislation.

Caboto Soccer Club. is committed to create a positive and safe environment in order to provide our community with the opportunity to develop physically, intellectually, and socially through the sport of soccer.

POLICY NAME	EQUITY DIVERSITY & INCLUSION POLICY	POLICY TYPE	GOVERNANCE POLICY
DATE CREATED	NOVEMBER 15, 2023	REVISION DATE	NOVEMBER 15, 2023
APPROVED BY	CABOTO SOCCER CLUB BOARD OF DIRECTORS	DATE OF APPROVAL	NOVEMBER 15, 2023
STATUS	APPROVED	RENEWAL DATE	NOVEMBER 15, 2025

Any questions or inquires can be sent to: Club Admin of Caboto Soccer Club at admin@cabotosoccer.com.