



# EQUITY DIVERSITY & INCLUSION POLICY

Revision Date: November 16, 2023

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

## POLICY

G. Caboto Soccer Club is responsible for setting standards and values to apply throughout the club at every level. Football belongs to, and should be enjoyed by anyone who wants to participate in it. G. 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 G. Caboto Soccer Club Board of Directors as well as staff, who are responsible for the implementation of this policy.

G. 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 G. 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.

G. 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. G. Caboto Soccer Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

G. 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.

G. 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 football.

<b>POLICY NAME</b>	EQUITY DIVERSITY & INCLUSION POLICY	<b>POLICY TYPE</b>	POLICY
<b>DATE CREATED</b>	NOVEMBER 15, 2023	<b>REVISION DATE</b>	NOVEMBER 15, 2023
<b>APPROVED BY</b>	CABOTO SOCCER CLUB BOARD OF DIRECTORS	<b>DATE OF APPROVAL</b>	NOVEMBER 15, 2023
<b>STATUS</b>	APPROVED	<b>RENEWAL DATE</b>	NOVEMBER 15, 2025
<i>Any questions or inquires can be sent to: Egidio Mosca, President of Giovanni Caboto Soccer Club at <a href="mailto:emoscasoccer@gmail.com">emoscasoccer@gmail.com</a></i>			