# Hanover Minor Soccer Association

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Hanover, On  N4N 3T1

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**Diversity**

The Hanover Minor Soccer Association is committed to fostering an accessible, inclusive and welcoming environment for all members of the club. By appreciating the diversity of each participant, our goal is to provide programs that account for each player's sense of belonging and physical, mental and emotional safety, regardless of their ability or background.

All members of the Hanover Minor Soccer Association are required to provide an inclusive environment, regardless of a participant's:

- Gender identity
- Sexual orientation
- Race
- Ethnicity
- Religion
- Socioeconomic status
- Physical ability

All members must have equal opportunity when participating in club activities, and the concerns and needs of each member must be considered. Any behaviours that constitute as harassment, violence or sexual harassment towards any member of the Hanover Minor Soccer Association will not be tolerated.

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Hanover Minor Soccer Association is equally accessible to all.

Hanover Minor Soccer Association 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. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief,

ability or disability and to encourage equal opportunities. This policy is fully supported by the Club Executive, who are responsible for the implementation of this policy.

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

Hanover Minor Soccer Association will not tolerate harassment, bullying, abuse or victimization of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

Hanover Minor Soccer Association is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements 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 new legislation.