



# Equity and Inclusion Policy



## **Equity and Inclusion Policy**

DFC Academy is committed to providing an inclusive, barrier-free programming, employment, facilities, and services that are free from discrimination as required under the Ontario Human Rights Code (Code) and the Accessibility for Ontarians with Disabilities Act (AODA).

The aim of this policy is to ensure that everyone is treated fairly and with respect and that DFC is equally accessible to all.

DFC 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.

DFC, 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 DFC 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.

DFC 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.

DFC 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.

To this end the Club will:

Provide support, to ensure safe, diverse and high quality recreational opportunities that promote full and equal participation of all participants. Inclusion of individuals representing more than one national origin, colour, religion, socioeconomic status, geographic location, location, physical ability, sexual orientation, etc.

Ensure people from culturally and linguistically diverse communities are a key consideration when developing, updating, and delivering programs and policies. The club will broaden and promote the club activities with the town's Migrant Resource Centre.

Ensure that "Equal Opportunity Standards" are a key consideration when developing, updating, and delivering programs and policies. Ensuring the process of allocating resources, programs and decision-making is made fairly to both females and males.

Work with Community Partners to provide year round support and services (training, staffing, advocacy, resources, consultation, equipment etc.) to persons with a disability/special need pursuing recreation, leisure and/or cultural opportunities.



**INTEGRATED PROGRAM:** Includes persons with a disability/special need who to the best of their abilities participate in recreation programs. In cooperation with staff, parents and agencies support should be available when necessary and where possible to facilitate the participation of persons with a disability/special need, in our programs.

**ADAPTED/SPECIALIZED PROGRAM:** Adapted programs that are modified to meet the specific needs for persons with a disability/special need.

**INTEGRATION FACILITATORS/ SPECIAL NEEDS LEADERS:** Part-Time Staff and volunteers who provide support to participants with a disability/special need in recreation programs.