

DIVERSITY AND EQUALITY POLICY

Approved October 20, 2026

Definitions

The following terms have these meanings in this Policy:

a) “Club” – Opeongo Minor Soccer Club

b) “OS” – Ontario Soccer

Purpose

The aim of this policy is to ensure that everyone is treated fairly and with respect and the Club is equally accessible to all. The Club fully supports the role of Coaches of Canada and in particular the document ‘Coaching Code of Ethics—Principles and Ethical Standards’.

Scope

Ontario Soccer (OS) is responsible for setting standards and values to apply throughout the game at every level and is committed to the elimination of discrimination whether because of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. The Club is responsible for setting standards and values to apply throughout the Club at every level. Soccer should be enjoyed by anyone who wants to participate in it. Our commitment is to confront and eliminate discrimination whether because of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities. The Club Officers are responsible for the implementation of this policy.

Policy

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