



Oshawa Turul S.C.

Accessibility and Inclusion Policy

Statement of Intent

Oshawa Turul Soccer Club (OTSC) adopts Canada Soccer's belief that a quality soccer environment embraces diversity, supports accessibility, and demonstrates inclusion.

OTSC, as a community soccer club, recognizes the important role it plays in ensuring that participation in soccer is positive, enjoyable, developmentally-appropriate, inclusive and safe for all members of our community. OTSC commits to critically examining its policies and procedures, on an ongoing basis, and ensuring that participation in the Club's programs are as barrier-free as possible.

Our commitment is to confront and eliminate discrimination by gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, and ability or disability. We strive to create and maintain equal opportunity for all members. All members of OTSC, be they players, parents, coaches, members of the board, administrator or volunteers, have a right to participate fully in the Club's activities, feel like they belong and are respected, and that there are no inequitable barriers restricting their taking on leadership roles in the organization.

Engaging Underrepresented Groups and Reducing Barriers to Participation

OTSC is committed to creating a welcoming environment, both on and off the field, that encourages and supports engagement in the sport of soccer by all members of the community. OTSC strives to better reflect the rich diversity of the Durham region in all aspects of our organization.

OTSC understands that education is a key component of understanding how attitudes, assumptions and stereotypes can, either consciously or unconsciously, create barriers to participation for underrepresented groups in the community. Every member of our organization has a role to play in ensuring that programs are provided in a safe, welcoming and inclusive manner.

OTSC has put in place the following policies and procedures to demonstrate its ongoing commitment to accessibility and inclusion:

- Appointing a member of the Board of Directors to assume responsibility for overseeing diversity and inclusion matters for the Club;
- Ensuring that the appointed director completes an appropriate training program to assist them in their duties, such as the *Diversity and Inclusion Training for Volunteers* program offered through Sports for Life.
- Supporting our coaches in obtaining appropriate training to assist them in creating an inclusive sporting environment for youth of all abilities, such as the *Coaching Athletes with a Disability* NCCP training offered through the Coaches Association of Ontario.
- Regularly reviewing the manner in which programs and services are provided by OTSC with a view to identifying and removing barriers to participation by any segment of our community.
- Making all reasonable efforts to ensure that the sport of soccer is accessible to any individual who wishes to play.
- Supporting and promoting female coaches and athletes, including prioritizing the development of female teams within the Club.
- Providing additional support and resources, where required and available, to ensure equitable access to OTSC's programs.
- Fostering a safe and welcoming environment and valuing diversity, acceptance and fairness.
- Working towards racial diversity and gender balance in leadership positions within OTSC.

- Ensuring, to the extent possible, that reasonable adaptations are made to the training schedule and practices to create a welcoming environment for players from diverse cultures and with different religious beliefs.
- Providing opportunities for youth to participate in soccer regardless of financial ability whether it be through ensuring they are connected with community organizations to access financial assistance or working with families to arrange a manageable payment structure.
- Ensuring that all members of OTSC, whether in a paid or volunteer position, are aware of the Club's Code of Conduct and commit to following it.

Zero Tolerance Policy

OTSC has a zero tolerance policy for discrimination, harassment, bullying, abuse or victimization of an individual. This includes sexual or racially based harassment or any other discriminatory behavior, whether physical or verbal.

Inappropriate behaviour will not be tolerated, especially as it relates to the well-being of the children involved in activities or programs delivered by OTSC.

Anyone involved with OTSC, be it as a member, player, director, coach or volunteer, who believes they have experienced or have witnessed any form of discrimination should immediately contact the Club, via its designate, Keri Clark at kericlark@live.com or 905-409-6917 to report the incident.

Attestation

I agree to comply with the Child Protection Code of Conduct for the Oshawa Turul Soccer Club.

Signature: Employee/Coach/Volunteer

Date

Print Name: _____

Signature: Witness

Date

Print Name: _____