


<b>LaSalle Stompers Soccer Club</b> 	<b>Equity and Inclusion Policy</b>			<b>Page 1 of 2</b>
	<b>Issued:</b>  November 8, 2020	<b>Supersedes:</b>	<b>Approved By:</b>  LSSC BOD	

### **Policy Statement**

LaSalle Stompers is committed to fostering respect and dignity for each of its members, whether be players, parents and/or volunteers and all its members. This policy is intended to guarantee equal opportunities and a playing environment free of discrimination to all those Involved.

Discrimination on the grounds of sex, race, ethnic origin, class, age, sexual orientation, family status, religion or disability is expressly forbidden within the LaSalle Stompers organization, in any LaSalle Stompers related activity.

In addition, LaSalle Stompers will take positive measures to ensure that all playing and volunteer opportunities with LaSalle Stompers are equally available to all who are current members of the club.

### **Defining the Term**

#### **A. Right to Equal Opportunity**

LaSalle Stompers prohibits any treatment which has a discriminatory effect on any person based on any of the following prohibited grounds; sex, race, ethnic origin, class, age, family status, sexual orientation, religion, or disability.

In addition to the rights ensured by this policy, applicants and employees have a legal right to equal opportunities at work. Discrimination is prohibited by several pieces of legislation, including the Canadian Human Rights Act and provincial human rights acts.

#### **B. Discrimination**

Discrimination is defined as any distinction that disproportionately and negatively impacts on an individual or group in a way that it does not impact on others. Whether or not such discrimination is intentional is irrelevant. Rather, the effect of the acts on the target of the discrimination is the relevant criterion.

##### **I. Direct Discrimination**

Direct discrimination occurs where an individual is treated less favorably than others on the basis of a prohibited ground.

##### **II. Indirect Discrimination**


Indirect discrimination occurs where practices or acts not reasonably related to job requirements or participation in any LaSalle Stompers Soccer Activities or programs and services have a negative impact on individuals or groups on the basis of a prohibited ground of discrimination.

##### **III. Systemic Discrimination**

Systemic discrimination may occur where long term practices have resulted in structures of work that disadvantage individuals because they are members of certain groups.

##### **IV. Adverse Effect Discrimination**

Adverse effect discrimination occurs when the application of an apparently neutral law or policy has a disproportionate and harmful impact on individuals from particular social groups. For example, a dress code

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that required all employees or members to wear a particular type of hat would adversely impact on persons who, for religious reasons, wear turbans.

**V. Retaliation**

Retaliation occurs where a person has made a complaint of discrimination and the party who is alleged to have committed the discriminatory act takes further or increased harmful action toward the complainant because of that complaint.

**C. Pregnancy Discrimination Is Sex Discrimination**

Where opportunities are denied to a woman because of a pregnancy or an anticipated or possible pregnancy, that woman has been discriminated against on the basis of sex. Sex discrimination is prohibited.

**D. Sexual Harassment Is Sex Discrimination**

Sexual harassment in the workplace or organization, either in the form of direct sexual demands or threats related to employment advantages or disadvantages, or in the form of sexist attitudes or treatment that poisons a workplace atmosphere, constitutes sex discrimination and is prohibited. A workplace free of sexual discrimination is a members right.

LaSalle Stompers, through its Board of Directors, is committed to ensuring that no sexual harassment occurs in any work-related exchange and any LaSalle Stompers sanctioned programs and services. Any complaints concerning allegations of sexual harassment will be dealt with through the complaints policy listed by LaSalle Stompers.

**IMPLEMENTATION**

**Recruitment**

All LaSalle Stompers promotional materials will attempt to encourage diversity among applicants and players to LaSalle Stompers. They will state that LaSalle Stompers is an equal opportunity organization that welcomes applicants from diverse backgrounds.

**MONITORING/COMPLAINT PROCEDURES**

This Policy will be reviewed on an annual basis by the board of directors.

Where a member believes that there has been a failure of the policy, the member should follow the complaint procedures posted by the club.

LaSalle Stompers will treat all such complaints in a serious manner, will investigate all formal complaints via the LaSalle Stompers discipline committee, and will discipline any person found in breach of this policy without regard to their status within LaSalle Stompers Soccer Club.

Any person who feels that she or he has suffered from discriminatory treatment should also be reminded of the remedies available to him or her under the applicable human rights legislation.

Where a member of LaSalle Stompers has been discriminated against by any member of LaSalle Stompers, LaSalle Stompers will support and, assist the person alleging discrimination in whatever manner seems appropriate.