



SOUTHWEST LONDON COMPETITIVE SOCCER

# INCLUSION AND ACCESSIBILITY

Latest Revised: March 9<sup>th</sup> 2022

## Inclusion and Accessibility

- i. Southwest London Competitive Soccer and members are committed to providing an accessible, inclusive, and welcoming soccer environment and experience for all participants.
- ii. Southwest London Competitive Soccer 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 Southwest Board of Directors who are responsible for the implementation of this policy.
- iii. Southwest London Competitive Soccer, 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 Southwest London Competitive Soccer 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.
- iv. Southwest London Competitive Soccer 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 behavior, whether physical or verbal.
- v. Southwest London Competitive Soccer will work to ensure that such behavior is met with appropriate action in whatever context it occurs. Southwest London Competitive Soccer is committed to taking positive action where inequalities exist, and to the development of a program of ongoing training and awareness raising events and activities in order to promote the eradication of discrimination and promote equality in soccer.



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- vi. Southwest London Competitive Soccer 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.
- vii. Southwest London Competitive Soccer commits itself to the immediate investigation of any claims, when it is brought to its attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop and sanctions imposed as appropriate.
- viii. Southwest London Competitive Soccer coaches/volunteers/trainers will act in a manner that is culturally sensitive, and programs will include culturally appropriate activities.

## **Accessibility for Ontarians with Disabilities Act (AODA)**

- i. Southwest London Competitive Soccer strives at all times to provide its goods and services in a way that respects the dignity and independence of people with disabilities. Southwest London Competitive Soccer is also committed to giving people with disabilities the same opportunity to access our goods and service by allowing them to benefit from the same services, in the same place and in a similar way as other customers.
- ii. It is the Policy of Ontario Soccer and Southwest London Competitive Soccer that its working environment as well as its soccer facility environment will operate free from discrimination against those with disabilities as prohibited by the Accessibility for Ontarians with Disabilities Act, 2005. It is within this Accessibility Policy that Southwest London Competitive Soccer will ensure every employee, member and customer of the Organization receives equitable services and accessibility with regards to employment, participation, and facilities. Southwest London Competitive Soccer is committed to providing accessible services for its employees and customers. Services of the organization will be provided based on independence and equal opportunity for all constituents, so that persons with disabilities will benefit from the same services, in the same facilities and in a comparable way as all other employees, members and customers.



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- iii. Southwest London Competitive Soccer will focus on what the person with a disability can do and will never assume that people with disabilities cannot do things.

## Financial Assistance

- i. Southwest London Competitive Soccer is supportive of families/parents/guardians/players in financial need. In the event a child cannot participate due to costs parents are to submit a request to the Southwest London Board of Directors no later than 5 weeks prior to the due date.

Parents and Guardians must provide evidence that additional grants such as 'Jumpstart' (which are available on the Southwest London FC members section) were applied for and provide information regarding the application(s) current status.

- ii. Southwest London FC will make every reasonable effort to reduce financial barriers, or create reasonable payment plans, to support participation.