



LONDON UNITED COMPETITIVE SOCCER CLUB

A Non-Profit company incorporated under the laws of the Province of Ontario

www.londonutd.ca

LLCSC Equity and Inclusion Policy General

1. The purpose of this policy is to ensure that everyone is treated fairly, and that London United Competitive Soccer Club is equally accessible to all.
2. This Policy applies to all members of the Club, and requires them to abide and adhere to it, as well as the requirements of the Canadian Charter of Rights and Freedoms and Ontario's human rights legislation.
3. All members of the Club should read this Policy, and this Policy shall be posted on the Club's website.

Policy Statement

This policy is applied to both genders; personal pronouns referring to any one gender can be exchanged with those referring to the other gender without a change in meaning.

1. Soccer belongs to, and should be enjoyed by, anyone who wants to participate in it.
2. 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.
3. The Club shall promote the principals and practices of equality and inclusiveness in all aspects of its activities, and endeavour to provide fair and balanced access to resources, programming and a full range of opportunities for all members of the community.
4. The Club's Operational Procedures will outline the specific processes required to provide an active commitment to the principals of equity and inclusiveness.

Defining the Term Right to Equal Opportunity

The Club 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.

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 such discrimination is intentional is irrelevant.

1. Direct Discrimination Direct discrimination occurs where an individual is treated less favorably than others based on a prohibited ground.
2. Indirect Discrimination Indirect discrimination occurs where practices or acts not reasonably related to job requirements or participation in any LLCSC soccer programs and services have a negative impact on individuals or groups based on a prohibited ground of discrimination. 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.