

Ottawa City Soccer Club Equality and Harassment Policy

Last updated June 2025



Equality and Harassment Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and that Ottawa City Soccer Club is equally accessible to them all.

The Constitution of the Ottawa City Soccer Club requires the Club to adhere to the Harassment Policy as published and approved by Ontario Soccer, and that Policy is hereby incorporated and referenced directly in the Club's Harassment Policy.

The Ottawa City Soccer Club is responsible for setting values and standards 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 Club Officers who are responsible for the implementation of this policy.

The Ottawa City Soccer Club in all its activities will not discriminate or in any way treat anyone less favourably on the grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion, belief, ability or disability. It means that the Ottawa City Soccer 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 Ottawa City Soccer 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, is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

The Ottawa City Soccer Club will work to ensure such behaviour is met with appropriate action in whatever context it occurs.

The Ottawa City Soccer Club is committed to taking positive action where inequalities exist and to developing a program of ongoing training and awareness-raising events and activities in order to promote the eradication of discrimination and establishment of equality in soccer.

The Ottawa City Soccer 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, ON Declaration) 2001, the Canadian Human Rights Act 1985 and the Employment Equity Act 1995 as well as any amendments to these acts and any new legislation regarding equality in sports.

The Ottawa City Soccer Club 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.

Section 1.0 – GENERAL of the Ontario Soccer policy is as follows:

Ontario Soccer is committed to providing a sport and work environment in which all individuals are treated with respect and dignity. Each individual has the right to participate and work in an environment that promotes equal opportunities and prohibits discriminatory practices.

1. Harassment is a form of discrimination. Harassment is prohibited by the Canadian Charter of Rights and Freedoms and by Human Rights Legislation in every province and territory of Canada.
2. Harassment is offensive, degrading and threatening. In its more extreme forms, harassment, in particular sexual harassment can be an offence under Canada's Criminal Code.
3. Whether the harasser is a director, supervisor, employee, coach, volunteer, parent or athlete, harassment is an attempt by one person to assert abusive, unwarranted power over another.
4. Ontario Soccer is committed to providing an environment free of harassment on the basis of race, national or ethnic origin, color, religion, age, sex, sexual orientation, marital status, family status or disability.
5. This policy applies to all employees as well as to all directors, officers, volunteers, coaches, referees, administrators, athletes and members or registrants of Ontario Soccer.
6. This policy applies to harassment that may occur during the course of all Ontario Soccer business, activities and events. It also applies to harassment between individuals associated with Ontario Soccer but outside Ontario Soccer business, activities and events when such harassment adversely affects relationships within Ontario Soccer's work and sport environment.
7. In keeping with this policy, Ontario Soccer encourages the reporting of all incidents of harassment regardless of who the harasser may be and is committed to a process that is widely published in the soccer community, available to all participants and easy to follow and implement.
8. Notwithstanding this policy, any person who experiences harassment continues to have the right to seek assistance from the Provincial Human Rights Commission, even when steps are being taken under this policy.

Every member and registrant of Ontario Soccer has a responsibility to play a part in ensuring that the Ontario Soccer sport environment is free from harassment. This means not engaging in, allowing, condoning or ignoring behavior contrary to this policy. In addition, any member or registrant of Ontario Soccer who believes that a fellow member

or registrant has experienced or is experiencing harassment is encouraged to notify a Harassment Officer appointed under this policy. The Harassment Policy shall apply to all Members, directors, officers, employees, volunteers, coaches, game officials, administrators, players, and registrants of the Club.