



CHESTERMERE UNITED FC

Diversity, Equity, and Inclusion Policy

At Chestermere United FC, we are committed to fostering a diverse, equitable, and inclusive environment for all individuals involved in our soccer community. We believe that diversity strengthens our organization, enhances our soccer programs, and promotes a sense of belonging for everyone. This policy is aligned with the guidelines set forth by Canada Soccer and reflects our commitment to promoting diversity, equity, and inclusion in all aspects of our operations.

1. Purpose

The purpose of this policy is to ensure that all individuals, regardless of their race, ethnicity, gender, sexual orientation, age, ability, religion, or any other characteristic, are treated with respect, fairness, and equality within our organization. We aim to create an inclusive soccer community that embraces diversity and provides equal opportunities for participation, growth, and success.

2. Commitment to Diversity, Equity, and Inclusion

We are committed to:

- *Embracing and celebrating diversity:* We value and respect the unique backgrounds, experiences, and perspectives of all individuals involved in our soccer community. We actively seek to create an inclusive environment that appreciates and learns from the diversity of our members.
- *Ensuring equal opportunities:* We strive to provide equal opportunities for all individuals to participate in our soccer programs, regardless of their background or characteristics. We are committed to removing barriers and promoting inclusivity at all levels, from grassroots to elite levels.
- *Preventing discrimination and harassment:* We have zero tolerance for any form of discrimination, harassment, or bullying within our organization. We will take appropriate action to address and prevent such behaviors, ensuring a safe and respectful environment for all.
- *Promoting accessibility and inclusivity:* We are dedicated to making our soccer programs and facilities accessible to individuals of all abilities. We will work towards removing physical, social, and attitudinal barriers to ensure that everyone can participate fully and equally.



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- *Providing education and training:* We will provide education and training opportunities to our members, volunteers, coaches, officials, and staff to promote awareness and understanding of diversity, equity, and inclusion. This will help foster a culture of respect and inclusivity within our organization.

3. Implementation and Accountability

To ensure the effective implementation of this policy, we will:

- *Communicate and promote this policy:* We will make this policy readily available to all members, volunteers, coaches, officials, and staff. We will communicate our commitment to diversity, equity, and inclusion through various channels, including our website, social media platforms, and organizational meetings.
- *Establish reporting mechanisms:* We will establish clear and confidential reporting mechanisms for individuals to report any concerns, incidents, or violations related to diversity, equity, and inclusion. We will investigate all reports promptly and take appropriate action to address any issues.
- *Regularly review and update the policy:* We will periodically review and update this policy to ensure its alignment with Canada Soccer guidelines and any changes in legislation or best practices. We will engage our members and stakeholders in the review process to ensure their input and feedback are considered.
- *Hold individuals accountable:* We will hold all individuals associated with our organization accountable for their actions and behaviors. Any violations of this policy will be addressed through appropriate disciplinary measures, which may include education, training, suspension, or termination, depending on the severity of the offense.

4. Conclusion

By implementing this Diversity, Equity, and Inclusion Policy, we aim to create a soccer community that values and respects the diversity of its members, promotes equal opportunities, and fosters a sense of belonging for all. We are committed to continuous improvement and will work collaboratively with our members and stakeholders to ensure the successful implementation of this policy.