



PMSC Inclusion and Equality Policy

Port Moody Soccer Club Documentation Suite

Definitions

PMSC or Club – The shortened forms of the “Port Moody Soccer Club”.

Member – Any person that participates in any Club related activities, including athletes, coaches, managers, Club volunteers, board members, or any other person not listed here who has a relationship with the Club that would be recognized as pertaining to Club membership.

Policy

The aim of this policy is to ensure that all members are treated equally, fairly, and with respect, by ensuring a robust framework for inclusivity exists.

The Club is responsible for setting the standards and values that will apply throughout the Club at all levels of play. Our commitment as a soccer club and community organization, 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 provide equal opportunity for all.

The Club, it’s officers, officials, and members, are not to 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. PMSC will not tolerate harassment, bullying, abuse, or victimization of an individual, which for the purposes of this policy is regarded as discrimination. This includes any discriminatory behaviour, whether physical or verbal. Any member, official, or officer of the Club who believes they have experienced any form of discrimination are asked to review the Port Moody Soccer Code of Conduct Policy and follow the procedures outlined there to submit their concerns securely, and safely for redress.

The Port Moody Soccer Club is committed to a policy of equal treatment and requires all members to abide and adhere to this policy, along with the requirements of the Declaration of Expectations for Fairness in Sport (the London Declaration) of 2001, the Canadian Human Rights Act of 1985, the Employment Equity Act of 1995, as well as any amendments to these acts or new legislation that may complement or supersede them.