

## THE INTERNATIONAL SOCCER CLUB

In Mississauga



### ACCESSIBILITY AND INCLUSION POLICY

- Since the Club's inauguration in 2007, the mission, vision and values of the Club has been focused on offering equal, safe and enjoyable opportunity for all members of our community regardless of their age, ethnic, gender, religion, skill level or physical or financial ability to play soccer. ISC's guiding philosophy is to use the sport of soccer as a tool to teach our younger generation that we are more similar than different and instill in them how to appreciate our differences and respect our values.
- The objective of this policy is to ensure that everyone is treated fairly and with respect and that the International Soccer Club (ISC) is equally accessible and inclusive to all members of our community.
- ISC commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability or by physical or financial disability and to encourage equal opportunities.
- The International Soccer Club officers, officials and members are not to discriminate, or in any way treat anyone less favorably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability or disability.
- ISC 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 any other discriminatory behavior, whether physical or verbal. Any member, official or officer of the Club who believes they have experienced any form of discrimination are asking to complete the Incident Report Form as soon as possible and follow the reporting procedure outlined in the Club's Incident Report Policy.
- ISC 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.

#### Financial Challenges

ISC supports low income families and works with Canada Jump Start and Tim Funds.

#### Physical & Mental Disabilities

International Soccer Club recognizes the growth in soccer for players with disabilities. All inquiries at this stage are to be referred to North Mississauga Soccer Club or to the City programs.

The Accessibility & Inclusion Policy will be included as part of the orientation training for all ISC staff