



Diversity, Equity, and Inclusion Policy

Policy Type: Administrative

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Approver: KDSC Executive

Approval Date: 2024-09-10

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the Kemptville District Soccer Club (KDSC) is equally accessible and inclusive to all that participate in programming provided by the Club. KDSC is responsible for setting standards and values that apply throughout the Club at all levels of play. Our commitment as a community not-for-profit soccer Club 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 for all members.

KDSC, its officers, officials, and members are not to discriminate, or in any way treat anyone less favourably, on the grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability, or disability. KDSC will not tolerate harassment, bullying, abuse, or victimization of an individual, which for the purpose of this policy and the actions and sanction applicable is regarded as discriminatory. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. KDSC is committed to an environment of equal treatment of all members and requires all members to abide and adhere to this policy.

Any member, officer or official of KDSC who believes they have experienced any form of discrimination are asked to notify a member of the KDSC Executive in writing by email to club@kemptvillesoccer.com.

The requirements are set out in the Human Rights Code (Ontario), and Employment Equity Act 1995 as well as by any amendments to these acts and any new legislation related to the rights of people, harassment, and discrimination.