



One Association One Program One Philosophy

Authority: Board	Effective Date: August 29, 2021	Number: P114.0
Responsibility: 1 VP, 2VP, Community Chair, Selects Director, Executive Director		Last reviewed/revised: August 2021
Title: Equity and Inclusion		

Policy: Equity and Inclusion

Policy Statement

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the Mill Woods Soccer Association (MWSA) is equally accessible and inclusive to all.

Guidelines

The Mill Woods Soccer Association is responsible for setting standards and values to apply throughout the association at all levels of play. Our commitment as a community organization and soccer club 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 disability and to encourage equal opportunities.

The Mill Woods Soccer Association, its 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. MWSA 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 behavior, whether physical or verbal. Any member, official or officer of the association who believes they have experienced any form of discrimination are asked to complete an [Injury Report Form](#) as soon as possible and send to the required personnel indicated.

The Mill Woods Soccer Association is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies