



Croatia Norval S.C.

Equity & Inclusion Policy

<u>Policy Type</u>	<u>Author</u>	<u>Approved By</u>	<u>Approval Date</u>
HR/Admin.	A. Radosevic	CNSC B.O.D	Dec 1, 2022



Croatia Norval S.C.-Equity & Inclusion Policy



This policy aims to ensure that everyone is treated fairly and with respect and that the Croatia Norval Soccer Club (CNSC) is equally accessible and inclusive to all.

Croatia Norval Soccer Club is responsible for setting standards and values to apply throughout the Club at all levels of play. Our commitment as a community organization and soccer club is to confront and eliminate discrimination whether because of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

Croatia Norval Soccer 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. The Croatia Norval Soccer Club will not tolerate harassment, bullying, abuse or victimization of an individual, which for this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. Any member, official or officer of the Club who believes they have experienced any form of discrimination is asked to complete a **Serious Occurrence Report Form** as soon as possible and follow the reporting procedure outlined in the Club's **Serious Occurrence Policy**.

Croatia Norval Soccer Club 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.

<u>Rev. #</u>	<u>Date</u>	<u>Revisor</u>	<u>Comments</u>
.001	Dec 1, 2022	A. Radosevic	New Document