

# IBSA's Diversity and Inclusion Policy

## Statement:

IBSA is committed to fostering a diverse and inclusive environment where individuals are treated with respect and dignity. We believe that every child should have the opportunity to participate in our programs and feel welcomed, included and valued regardless of their race, ethnicity, gender, sexual orientation, religion, ability, or socioeconomic background.

To achieve this goal, we have developed the following policy that outlines our commitment to diversity and inclusion and provides guidelines for our staff, volunteers, and participants.

### 1. Non-discrimination

IBSA does not tolerate any form of discrimination, harassment, or bullying. We believe that every child has the right to participate in our programs and activities without fear of being discriminated against or harassed. We will not discriminate against any individual based on their race, ethnicity, gender, sexual orientation, religion, abilities, or socioeconomic background.

### 2. Equal Opportunities

We provide equal opportunities for all children to participate in our programs regardless of their abilities or disabilities. We believe that every child can benefit from playing soccer and we are committed to making our programs accessible to everyone.

### 3. Inclusive Language

We use inclusive language that respects and acknowledges the diversity of our participants. We avoid using language that is exclusive, derogatory, or offensive to any individual or group.

### 4. Respectful Behaviour

We expect all staff, volunteers, and participants to behave in a respectful manner towards each other. We encourage everyone to be open-minded and to embrace diversity as a strength.

### 5. Training and Education

We suggest each participant, parent, coach and all other volunteers watch the following video which helps train each individual on how to properly deal with certain situations to stay within this policy. Video link: [https://youtu.be/euRtz813o\\_M](https://youtu.be/euRtz813o_M)

## 6. Reporting and Addressing Discrimination

We have a zero-tolerance policy towards discrimination, harassment, or bullying. Any incidents of discrimination, harassment, or bullying will be taken seriously and addressed promptly. We encourage participants to report any incidents to our Executive Board Members so that we can take appropriate action.

## 7. Community Outreach

We actively seek to engage with diverse communities and organizations to promote soccer as a means of bringing people together. We believe that soccer has the power to unite people from different backgrounds and we are committed to using this power to promote diversity and inclusion.

We believe that diversity and inclusion are essential to creating a positive and welcoming environment for our participants. We are committed to upholding these values and will continue to work towards creating a safe and inclusive environment for everyone.

## 8. Complaints

IBSA takes complaints of discrimination, harassment, or any other form of unfair treatment seriously. We are committed to providing a safe and welcoming environment for all members of our organization, and we will not tolerate any behaviour that violates our diversity and inclusion policy.

Any player or member of our organization who feels they have been subjected to such treatment is encouraged to report it to the President of IBSA. We will investigate all complaints promptly and take appropriate action to address any violations of our diversity and inclusion policy.

## 9. Conclusion

IBSA believes that diversity and inclusion are essential to our success as an organization and as a community. We are committed to promoting diversity and inclusion in all aspects of our organization, from player selection to coaching staff and board members. We will continue to work towards creating a safe and welcoming environment for all individuals.