



Diversity, Equity, Inclusion and Accessibility Policy

Mississauga City Football Club ("MCFC") is dedicated to fostering an environment where all individuals are treated with fairness, respect and dignity. We are committed to promoting equality and inclusivity, ensuring that everyone, regardless of gender, sexual orientation, marital status, race, nationality, ethnic origin, religion, or ability has equal access to participate in our activities.

Soccer belongs to, and should be enjoyed by, anyone who wants to participate in it. Our commitment 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.

Mississauga City Football Club, in all its activities will not 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. MCFC will provide access and opportunities for all members of the community to take part in its activities.

Mississauga City Football Club 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 behaviour, whether physical or verbal.

Mississauga City Football 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

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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.

Mississauga City Football Club is committed to promoting equality, inclusivity, and non-discrimination in all our activities. We expect all members, including players, coaches, parents, and staff, to uphold and adhere to this Equality Policy, treating everyone with fairness, respect, and dignity. Any incidents of discrimination, harassment, bullying, abuse, or victimization will be taken seriously and addressed in accordance with the club's conflict and resolution protocol and applicable laws and regulations.

Mississauga City Football Club endeavors to work towards following guidelines set out in the ***Canada Soccer Guide to Accessibility and Inclusion***.

Link to the Canada Soccer Guide to Accessibility and Inclusion:

https://canadasoccer.com/wp-content/uploads/2026/02/20210412_GuidetoAccessibilityandInclusion_EN.pdf