



Accessibility, Equity, Inclusion and Diversity Policy

Introduction

This policy outlines the commitment of Canada Soccer and Jaguars SC to promote accessibility and inclusion for all participants in soccer. The goal is to ensure that individuals of all abilities and backgrounds have equal opportunities to engage in soccer activities, programs, and competitions.

Non-Discrimination

Canada Soccer and Jaguars SC shall not discriminate against any individual or group based on disability, race, ethnicity, gender, sexual orientation, religion, or any other protected characteristic. All participants shall be treated with dignity, respect, and fairness.

Accessibility of Facilities

Efforts shall be made to ensure that soccer facilities, including fields, dressing rooms, washrooms, and seating areas, are accessible to individuals with disabilities. Where feasible, modifications and accommodations shall be implemented to provide barrier-free access and use.

Inclusive Programs

Jaguars SC, under the guidance of Canada Soccer, shall offer inclusive programs that are open to individuals of all abilities and backgrounds. These programs should consider the diverse needs and preferences of participants and strive to create an inclusive and welcoming environment for everyone.

Training and Education

Soccer coaches, officials, volunteers, and administrators associated with Jaguars SC shall receive training and education on disability awareness, inclusion, and accessibility. This will help foster a better

understanding of the challenges faced by individuals with disabilities and promote inclusive practices within the soccer community.

Communication and Information

Efforts shall be made to ensure that all communication and information related to soccer activities are accessible to individuals with disabilities. This may include providing alternative formats, such as braille, large print, or electronic versions, and utilizing inclusive communication practices.

Harassment and Discrimination Policies

Jaguars SC is committed to maintaining a safe and inclusive environment. The club shall have policies in place to address harassment, discrimination, and any form of misconduct based on factors such as religion, ethnicity, race, sex, and other protected characteristics. Any reported incidents shall be promptly and appropriately addressed.

Complaints and Grievances

A clear process shall be established by Jaguars SC to address complaints and grievances related to accessibility, inclusion, harassment, and discrimination in soccer. Participants should have a mechanism to report any instances of discrimination or barriers faced and expect a prompt and thorough response.

Monitoring and Evaluation

Regular monitoring and evaluation shall be conducted to assess the effectiveness of this policy and identify areas for improvement. Feedback from participants, stakeholders, and relevant experts should be sought to ensure ongoing commitment to accessibility and inclusion.

Policy Review

This policy shall be reviewed periodically to reflect changes in legislation, advancements in accessibility standards, and emerging best practices. Amendments and updates may be made as necessary to ensure its continued relevance and effectiveness.

