



FCD Equity and Inclusion Policy

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The FC Durham Academy Equity and Inclusion Policy provides the standards through which our organization adheres to in providing fair, equitable and positive soccer experiences in all club activities, as well as in the carrying out of all levels of organization involvement including governance, administration and communications. FC Durham Academy is responsible for establishing the model of inclusivity by proactively taking the necessary steps to ensuring a soccer environment free of discrimination and harassment. FC Durham Academy establishes this standard of behavior through this policy and through the FC Durham Academy Codes of Conduct and Ethics.

FC Durham Academy's commitment is to confront and eliminate discrimination whether by reason of gender, age, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability or disability and to encourage equal opportunities. This policy is fully supported by the Organization's Officials who are responsible for the implementation of this policy.

FC Durham Academy, in all its activities will not discriminate, or in any way treat anyone less favorably, on grounds of gender, age, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability or disability. It means that FC Durham Academy will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

FC Durham Academy 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.

FC Durham Academy 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 Canadian Human Rights Act 1985 and Employment Equity Act 1995 as well as any amendments to these acts and any new legislation.

Any member, official or officer of the Organization who believes they have experienced any form of discrimination are asking to complete a Serious Occurrence Report Form as soon as possible and follow the reporting procedure outlined in the Organization's Serious Occurrence Policy.