



# Mississauga Croatia S.C.

## Equity & Inclusion Policy

Created: March 1st, 2022  
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Version 1-rev.001  
March 1st, 2022

<u>Policy Type</u>	<u>Author</u>	<u>Approved By</u>	<u>Approval Date</u>
HR/Administrative	D. Smiciklas	MCSC Board of Directors	March 1, 2022



# Mississauga Croatia S.C. Equity & Inclusion Policy

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

The Mississauga Croatia 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.

The Mississauga Croatia Soccer Club its'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 Hamilton Croatia 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**.

The Mississauga Croatia 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.

Rev. #	Date	Revisor	Comments
.001	March 1, 2022	D. Smiciklas	New Document