3136 Dundas Street West
Toronto, ON
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THPFC Equity and Inclusion Policy

Applies To: *All THPFC players, parents, guardians, coaches, referees, volunteers, staff, board members, and affiliated participants. This policy applies to all THPFC programs, games, practices, events, travel activities, communications, and online interactions.This policy governs bullying, harassment, abuse, discrimination, unsafe conduct, and violations of the Club's Zero Tolerance standards.*

Toronto High Park FC – Equity and Inclusion Policy

General

1. The purpose of this policy is to ensure that everyone is treated fairly, and that Toronto High Park Football Club is equally accessible to all.
2. This Policy applies to all members of the Club, and requires them to abide and adhere to it, as well as the requirements of the Canadian Charter of Rights and Freedoms and Ontario's human rights legislation.
3. All members of the Club should read this Policy, and this Policy shall be posted on the Club's website.

Policy Statement

This policy is applied to both genders; personal pronouns referring to any one gender can be exchanged with those referring to the other gender without a change in meaning. In addition;

1. Soccer belongs to, and should be enjoyed by, anyone who wants to participate in it.
2. The 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.
3. The Club shall promote the principles and practices of equality and inclusiveness in all aspects of its activities, and endeavour to provide fair and balanced access to resources, programming and a full range of opportunities for all members of

the community.

4. The Club's Operational Procedures will outline the specific processes required to provide an active commitment to the principals of equity and inclusiveness.

Defining the Term

Right to Equal Opportunity = The Club prohibits any treatment which has a discriminatory effect on any person based on any of the following prohibited grounds; sex, race, ethnic origin, class, age, family status, sexual orientation, religion, or disability.

In addition to the rights ensured by this policy, applicants and employees have a legal right to equal opportunities at work. Discrimination is prohibited by several pieces of legislation, including the Canadian Human Rights Act and provincial human rights acts.

Discrimination

Discrimination is defined as any distinction that disproportionately and negatively impacts an individual or group in a way that it does not impact on others. Whether such discrimination is intentional is irrelevant.

1. Direct Discrimination: Direct discrimination occurs where an individual is treated less favorably than others based on a prohibited ground.
2. Indirect Discrimination: Indirect discrimination occurs where practices or acts not reasonably related to job requirements or participation in any THPFC soccer programs and services have a negative impact on individuals or groups based on a prohibited ground of discrimination.

Pregnancy Discrimination Is Sex Discrimination

Where opportunities are denied to a woman because of a pregnancy or an anticipated or possible pregnancy, that woman has been discriminated against on the basis of sex. Sex discrimination is prohibited.