

SBFC Academy - Diversity, Equity, & Inclusion Policy

08-08-2025

This policy aims to ensure that everyone is treated fairly and with respect and that **SBFC** is equally accessible and inclusive to all.

SBFC 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.

SBFC its 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. **SBFC** will not tolerate harassment, bullying, abuse or victimization of an individual, which for 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. Any member, official or officer of the Club who believes they have experienced any form of discrimination are 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.

SBFC 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.