



Waterloo Minor Soccer Club
Equity and Access Policy

May 2020

16.1

The Waterloo Minor Soccer Club By-Laws clearly state that “We believe in “Integrity through Action” and that “Integrity means we value equity and access.” The purpose of this Equity and Access Policy is to outline WMSCs principles on Equity and Access.

16.2

WMSC is committed to an athlete-centered approach that emphasizes the design and implementation of programs based upon the needs of the developing athlete.

16.3

WMSC is committed to providing its membership with safe, harassment-free operating environment in which all individuals are treated with respect and dignity, free of harassment on the basis of race, national or ethnic origin, colour, religion, sex, sexual orientation, marital status, family status or disability.

WMSC will ensure an harassment-free environment is promoted by means of, but not limited to, the following practices:

- The development and maintenance of a WMSC harassment prevention program;
- The maintenance of a harassment policy to address any harassment complaints or concerns that may be identified; ongoing promotion of harassment-free environment standards, and ongoing education.

16.4

The Club is committed to equity and access for women in soccer as players, coaches, officials, administrators, volunteers, and leaders, as well as to nurturing a gender equitable operating environment. WMSC will promote such equity and access for women by means of, but not limited to, such practices as:

- Use of gender-inclusive language and images; provision of an annual "gender snap-shot”
- Identification of gender-based disparities and development of strategies to address such gender-based disparities.

16.5

WMSC is committed to providing accessibility to soccer for athletes with a disability, to determine if there is a demand for soccer that is not being met due to barriers within the soccer community and to removing such barriers to full participation where the demand and circumstances permit