



PETERBOROUGH CITY SOCCER ASSOCIATION

EQUITY POLICY

July 2015

The aim of this policy is to ensure that everyone is treated fairly and with respect and that the Peterborough City Soccer Association is equally accessible to all.

The PCSA is responsible for setting standards and values to apply throughout the Club at every level. Soccer belongs to and should be enjoyed by, anyone who wants to participate in it. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities. This policy is fully supported by the Club Officers who are responsible for the implementation of this policy.

The PCSA, 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, ability or disability. It means that the PCSA 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.

The PCSA 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 behaviour, whether physical or verbal.

The PCSA 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.

DEFINING THE TERM

A. Right To Equal Opportunity

PCSA 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, members and volunteers have a legal right to equal opportunities. Discrimination is prohibited by several pieces of legislation, including the *Canadian Human Rights Act* and provincial human rights acts. Providing equal opportunities also mandates that PCSA identify and address any barriers to success in and access:

- I. to volunteer opportunities or employment at PCSA; and
- II. to participation in any PCSA soccer programs and services.

Said mandate shall be done both in response to and prior to complaints being made about those barriers.

B Discrimination

Discrimination is defined as any distinction that disproportionately and negatively impacts on an individual or group in a way that it does not impact on others. Whether or not such discrimination is intentional is irrelevant. Rather, the effect of the acts on the target of the discrimination is the relevant criterion.

C. 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.

D, Sexual Harassment Is Sex Discrimination

Sexual harassment, either in the form of direct sexual demands or threats related to advantages or disadvantages, or in the form of sexist attitudes or treatment that poisons an environment, constitutes sex discrimination and is prohibited. PCSA, through its Board of Directors, is committed to ensuring that no sexual harassment occurs in any PCSA soccer program and services. Any complaints concerning allegations of sexual harassment will be dealt with through the complaints process in PCSA's sexual harassment policy.

IMPLEMENTATION

A. Recruitment

All PCSA promotional materials will attempt to encourage diversity among applicants to PCSA. They will state that PCSA is an equal opportunity organization that welcomes applicants from diverse backgrounds and with non-traditional qualifications.

B. Interviewing

Recognizing that most human rights legislation prohibits making decisions on the basis of characteristics such as family status, sexual orientation, or religion, questions that even indirectly solicit such personal information are to be avoided by those interviewing for PCSA. Instead, open-ended questions that allow an applicant to offer what, if any, personal information that person feels is appropriate should be asked. The interviewer will outline PCSA's expectations and job description in some detail. Evaluation criteria will be carefully explained. The applicant will have an opportunity to explain why she or he is especially qualified for the job. The interview will focus on its intended purpose, which is to discover the most qualified candidate for the job. Where questions relating to personal commitment or future plans are necessary at an interview, all applicants will be asked identical questions. Every applicant will be informed about PCSA's equity policy, sexual harassment policy and any other relevant policies at initial interviews.

C. Hiring

All persons making hiring decisions for PCSA will be aware of this policy to assist them in overcoming discriminatory attitudes. Recognizing that this is a difficult task, hiring, as well as evaluations, remuneration, and professional development will be carried out by committees representing as much of the diversity within PCSA as possible. The objective of this policy is to have traditionally underrepresented groups represented, to the greatest extent possible, on all PCSA committees and at all levels of PCSA.

PCSA Policies

I. Employment Equity

PCSA is committed to taking steps to remedy any lack of diversity. Therefore, where job candidates are of equal or substantially equal merit, but where one candidate is a member of one of the groups intended to be protected by this policy and from which increased representation is sought, that person will be chosen.

II. Sexual Harassment Policy

In recognition of the fact that sexual harassment is an under-reported but common problem, PCSA has instituted a sexual harassment policy. This policy is intended to convey the message that sexual harassment will not be tolerated at PCSA soccer program and services. PCSA is responsible as an organization to take all reasonable measures to ensure that no one at PCSA is the target of that sort of discriminatory behaviour and that no one from PCSA perpetrates such acts.

D. Recruitment Of Volunteers

All members making decisions regarding the recruitment of volunteers for any PCSA soccer programs and services will do so in accordance with this policy.

E. Budgets

All decisions made by PCSA concerning the allocation of its financial resources to various PCSA programs and services will be done in accordance with this policy.

F. Sponsorships

PCSA is committed to ensuring that all sponsorship decisions will be made in accordance with this policy. This may include, but is not limited to, requesting from potential sponsors such information, as PCSA deems necessary, concerning potential sponsors' sexual harassment and workplace equity policies.

MONITORING/COMPLAINT PROCEDURES

This Policy will be reviewed on an annual basis.

Where a member believes that there has been a failure of the policy, the member should follow the complaint procedures identified in PCSA's sexual harassment policy. PCSA will treat all such complaints in a serious manner, will investigate all formal complaints, and will discipline any person found in breach of this policy without regard to their status within PCSA. Any person who feels that she or he has suffered from discriminatory treatment should also be reminded of the remedies available to him or her under the applicable human rights legislation. Where a member of PCSA has been discriminated against by a non-member PCSA, PCSA will support and assist the person alleging discrimination in whatever manner seems appropriate.

CONCLUSION

This policy is deemed to be remedial in nature and shall receive a fair, large and liberal construction and interpretation as will best ensure the attainment of its true intent, meaning and spirit. There is zero tolerance of discrimination and barriers to equal opportunity at PCSA. To support values of equality and justice, PCSA will apply those values in its own decisions and to any PCSA soccer programs or services.