



## Equity Policy

The aim of this policy is to ensure that all players, family members, volunteers and staff are treated fairly and with respect and that Bryst Football Academy is equally accessible to all.

Bryst Football Academy is responsible for setting standards and values to apply throughout the academy at every level. Soccer belongs to, and should be enjoyed by, anyone who wants to participate in the sport. Our commitment is to confront and eliminate any 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 academy management who are responsible for implementing this policy.

Bryst Football Academy, in all its activities will not discriminate, or in any way treat anyone less favorably, on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability. It means that Bryst Football Academy 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.

Bryst Football Academy 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.

Bryst Football Academy 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.