



STELLA ROSSA FOOTBALL CLUB

Equity, Diversity & Inclusion (EDI) Policy

1. Purpose & Commitment

Stella Rossa Football Club (“the Club”) is committed to providing a safe, inclusive, respectful, and equitable environment for all participants, regardless of age, gender identity, sexual orientation, race, ethnicity, nationality, religion, language, ability, socio-economic status, or cultural background.

Soccer belongs to everyone. The Club is dedicated to ensuring that all individuals are treated fairly, with dignity and respect, and are able to participate fully in Club programs and activities.

This policy supports the principles and requirements of Canada Soccer, Ontario Soccer, the Canadian Human Rights Act, and the Ontario Human Rights Code.

2. Scope & Application

This policy applies to all members of the Club, including but not limited to:

- Players
- Parents/Guardians
- Coaches and Technical Staff
- Directors and Officers
- Employees and Contractors
- Volunteers
- Officials and team staff

Compliance with this policy is a condition of participation in, or association with, the Club.

3. Equity, Diversity & Inclusion Principles

The Club is guided by the following principles:

- Equity: Fair treatment, access, opportunity, and advancement for all participants.
- Diversity: Recognition and respect for the value of different identities, experiences, and perspectives.
- Inclusion: Creating environments where everyone feels welcomed, respected, supported, and able to participate meaningfully.
- Respect: Zero tolerance for discrimination, harassment, abuse, or exclusionary behaviour.

4. Inclusive Coaching & Program Delivery

Stella Rossa Football Club requires that all programs are delivered in a manner that is inclusive, culturally sensitive, and reflective of the diverse communities we serve, in accordance with Canada Soccer and Ontario Soccer standards.

Specifically:

- Coaches, technical staff, and volunteers must demonstrate cultural awareness and cultural sensitivity in their interactions with players, parents/guardians, and fellow members.
- Coaching methods, communication styles, and leadership practices must respect cultural, religious, and social differences.



STELLA ROSSA FOOTBALL CLUB

- Programs and activities must be designed and delivered in a culturally appropriate manner, ensuring that participants are not excluded or disadvantaged due to cultural background, language, belief, or identity.
- Coaches and staff are expected to make reasonable adaptations to activities where appropriate, while maintaining player safety and the integrity of the sport.
- Culturally insensitive, discriminatory, or exclusionary behaviour will not be tolerated and may result in disciplinary action.

The Club supports education, awareness, and training to ensure inclusive practices are consistently upheld across all programs and age groups.

5. Prohibited Conduct

The Club will not tolerate discrimination, harassment, abuse, bullying, or victimization of any individual or group. This includes conduct based on, but not limited to:

- Race, ethnicity, or nationality
- Gender identity or expression
- Sexual orientation
- Religion or belief
- Disability or ability
- Language or cultural background

Prohibited conduct may be verbal, physical, written, visual, or electronic, and may occur in person or online.

6. Reporting & Complaints

Any individual who experiences or witnesses behaviour that may violate this policy is encouraged to report the concern promptly.

Reports may be made to:

- A Club Director or Officer
- The Technical Director
- A designated Club official
- Ontario Soccer, where applicable

All complaints will be handled confidentially, fairly, and in accordance with Club policies and applicable governing-body procedures. Retaliation against any individual who raises a concern in good faith is strictly prohibited.

7. Accountability & Discipline

Violations of this policy may result in disciplinary action, which may include but is not limited to:

- Education or training requirements
- Warnings or probation
- Suspension from activities
- Removal from the Club

Disciplinary decisions are made to protect the safety, integrity, and inclusiveness of the Club environment.



STELLA ROSSA FOOTBALL CLUB

8. Review & Governance

This policy will be reviewed periodically to ensure alignment with evolving legislation, Canada Soccer and Ontario Soccer standards, and best practices in sport.

The Club's Board of Directors is responsible for the oversight, implementation, and enforcement of this policy.