



Diversity, Equity and Inclusion Policy

Policy Statement

The North York Cosmos Soccer Club invites all individuals regardless of their gender, religious beliefs, sexual orientation, nationality, ability or disability to participate in soccer. We are a community based soccer club that believes our club should represent our communities cultural and equitable diversities, while embracing our differences and fostering inclusion. We aim to be our community's sport of choice and know that soccer is better when everyone plays together!

Purpose and Scope

The purpose of North York Cosmos **Diversity, Equity and Inclusion Policy** is to promote diversity and provide a safe environment where all members are respectfully treated equally. This policy is applicable, while engaged in soccer activity, to all members, staff, volunteers, players/parents and/or persons associated with the North York Cosmos.

Definitions

Diversity

Diversity is the range of an individuals differences including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious / political beliefs, athletic ability, disability, family or marital status. Diversity is about acceptance and embracing the characteristics that make human beings unique.

Equity

Equity refers to fairness and justice, realizing that we do not all start from the same place. Providing the same access and opportunities to all regardless of their social economic status.

Inclusion

Ensuring that all individuals regardless of their differences are accepted and welcomed.

Standards For North York Cosmos S.C.

- North York Cosmos Staff, Board Members and Volunteers are required to read and adhere to the Diversity, Equity and Inclusion Policy.
- We will support individuals and make applicable accommodations when necessary.
- We will continuously seek out new ways or viewpoints to ensure that all members of the community feel welcomed.
- We will provide information and resources to those in need.

Guidelines For Members

All members and those affiliated with North York Cosmos are encouraged to self assess and continuously foster an environment that promotes diversity, equity and inclusion for all of our soccer participants.

North York Cosmos Zero Tolerance Policy

The North York Cosmos has a **Zero Tolerance Policy** and prohibits any form of abuse or bullying. Violations should be reported to the office immediately.