



TORONTO UNITED FOOTBALL CLUB (TUFC)

EQUALITY POLICY

JULY 2020

The aim of this policy is to ensure that everyone is treated fairly and with respect and that TUFC is equally accessible to all.

TUFC is responsible for setting standards and values to apply throughout TUFC 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 TUFC Directors who are responsible for the implementation of this policy.

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

TUFC will not tolerate harassment, bullying, abuse or victimizing of any individual, which for the purposes of this policy and the actions and sanctions applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

TUFC 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.