



Hollandia Soccer Club

Policy Statement | Updated September 2019 |

Inclusion and Anti-Harassment Policy

Hollandia is committed to fostering an inclusive, harassment-free, physically and emotionally safe place for all our members to engage in sport. The Canadian Human Rights Act protects Canadians from harassment based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status and disability. Harassment by or towards members of Hollandia is not tolerated.

Purpose

The reason for this policy is to ensure our membership is able to come together in a safe and protected place to participate in, and gain the benefits from sport. The Hollandia board will seek to find ways to include and protect diversity in our club. If any members have additional ideas or approaches they should approach the board. All members of our club can expect: to be treated with respect while engaging in sport; that reported harassment will be dealt with in a timely, confidential and effective manner; to have their rights to a fair process and to confidentiality respected during a harassment investigation; and to be protected against retaliation for reporting harassment or cooperating with members of the Hollandia board that may be collecting information on reported harassment.

Harassment is considered:

- Offending or humiliating someone physically or verbally;
- Threatening or intimidating someone; or
- Making unwelcome jokes or comments about someone's race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status or disability

All forms of harassment will be met with a zero-tolerance approach by the Hollandia board. All members of Hollandia have a responsibility to report any instances of harassment to the player liaison (liaison@hollandiasoccer.com).

This policy applies to all members of Hollandia, including players, parents, and volunteers. The community/player liaison is responsible for ensuring the enforcement of the inclusion and anti-harassment policy.

Procedures

The Hollandia Board agrees to:

1. Reduce barriers to participation
 - a. Reduce financial barriers through the ways and means program
 - b. Work with community agencies at the start of the season to provide registration information and ease access to programming (e.g. community school dreambrokers, cultural agencies, etc.)
 - c. Consider teammate requests and try to establish carpooling assistance by considering geographic location when creating teams
 - d. Ensure players register in the division that is appropriate to their physical development and/or gender identity

2. Visually present diversity in the Hollandia Brand to encourage a feeling of belonging and inclusion for all members
 - a. Social media and print images will purposefully represent players, coaches and volunteers with a variety of abilities, and from different cultures, genders, ages, and races
3. Actively recruit and work to retain coaches of diverse age, gender, and cultural background to act as leaders in inclusion and to serve as role-models for our athletes

If an instance of harassment occurs:

1. The members should contact the player liaison (liaison@hollandiasoccer.com). The report can be made verbally or in writing. If the report is made verbally the player liaison may take notes to ensure the details provided are recorded. Details provided should include what happened, when, where, who else was present, etc.
2. The player liaison will inform the disciplinary committee who will review the details of the report, and will contact the member against who the complaint has been made that a complaint is being investigated. If the complaint was made against an individual that is a member of another sport organization, that organization will be contacted rather than the individual involved.
3. If the harassment complaint is substantiated, the disciplinary committee will decide upon an appropriate course of action considering many factors. Outcomes can include, but are not limited to, formal apologies, suspension from duties/play, or dismissal from the club.
4. If either party is unhappy with the outcome of the complaint process, they may appeal to the Hollandia Board as a whole.
5. All parties to a harassment complaint are expected to respect the privacy and confidentiality of all other parties, and limit all information to those that need to know.