



Oakville United FC

Oakville United FC Anti-Bullying and Anti-Discrimination Policy

Policy Statement:

Oakville United FC is dedicated to fostering a culture of respect, inclusion, and fairness within our organization. We are committed to creating an environment free from all forms of discrimination and bullying, where every member feels valued and supported.

Scope:

This policy applies to all members, players, coaches, officials, volunteers, staff, and visitors associated with Oakville United FC, including but not limited to athletes, parents, spectators, and sponsors.

Policy Guidelines:

- 1. Anti-Discrimination:** Oakville United FC does not tolerate discrimination based on gender, sexual orientation, marital status, race, nationality, ethnic origin, color, religion or belief, ability, or disability. Discriminatory acts, comments, or behaviors are strictly prohibited.
- 2. Anti-Bullying:** Bullying, including but not limited to verbal, physical, or psychological harassment, is unacceptable within our organization. We are committed to preventing and addressing bullying in all forms.
- 3. Equality and Inclusion:** We are dedicated to providing equal opportunities and inclusion for all, ensuring that every member has access to the same benefits and experiences, regardless of their background or characteristics.
- 4. Reporting Mechanism:** Members who experience or witness any form of discrimination or bullying are encouraged to report it promptly. A clear and confidential reporting mechanism will be provided.
- 5. Investigation and Resolution:** Reports of discrimination or bullying will be thoroughly investigated, and appropriate actions will be taken, including disciplinary measures if necessary.
- 6. Support and Prevention:** Oakville United FC will provide support for victims and implement preventive measures to create a culture of respect, fairness, and inclusion.
- 7. Education and Training:** All members, including players, coaches, officials, and volunteers, will receive education and training on this policy to raise awareness and promote a culture of anti-discrimination and anti-bullying.



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8. **Non-Retaliation:** Oakville United FC ensures that individuals who report discrimination or bullying will not face retaliation, and their confidentiality will be protected.

Responsibility and Accountability:

- The Oakville United FC Board and its officers are responsible for the implementation and enforcement of this policy.
- Coaches, officials, and volunteers are responsible for promoting and upholding this policy within their respective roles.
- All members, players, parents, and spectators are expected to adhere to this policy and report any incidents they observe or experience.

Review and Update:

This policy will be reviewed and updated as needed to ensure its continued effectiveness in maintaining a fair, inclusive, and respectful environment within Oakville United FC.