



POLICY - EQUITY AND INCLUSION POLICY

Effective Date: 2019 Revision

Policy

Calgary South West United Soccer Club (CSWU) is committed to fostering respect and dignity for each of its employees and members. This policy is intended to guarantee equal opportunities and a working environment free of discrimination to all those members and employees.

Discrimination on the grounds of sex, race, ethnic origin, class, age, sexual orientation, family status, religion or disability is expressly forbidden in the workplace, in any work-related activity, in any of the employment or recruitment practices of CSWU or in any ASA/CMSA sanctioned soccer programs and services. In addition, CSWU will take positive measures to ensure that employment opportunities are equally available to all employees and prospective employees.

Defining the Term

A. Right to Equal Opportunity

CSWU prohibits any treatment which has a discriminatory effect on any person based on any of the following prohibited grounds; sex, race, ethnic origin, class, age, family status, sexual orientation, religion, or disability. In addition to the rights ensured by this policy, applicants and employees have a legal right to equal opportunities at work. Discrimination is prohibited by several pieces of legislation, including the Canadian Human Rights Act and provincial human rights acts. Providing equal opportunities also mandates that Calgary South West United Soccer Club identify and address any barriers to success in and access:

- to employment at CSWU; and
- to participation in any sanctioned soccer programs and services.

The above mandate shall be done both in response to and prior to complaints being made about those barriers.

B. Discrimination

Discrimination is defined as any distinction that disproportionately and negatively impacts on an individual or group in a way that it does not impact on others. Whether or not such discrimination is intentional is irrelevant; the effect of the act(s) on the target of the discrimination is the relevant criterion.

1. Direct Discrimination

Direct discrimination occurs where an individual is treated less favorably than others on the basis of a prohibited ground. If, for example, a prospective employee was refused a job because CSWU said that members would be uncomfortable with any one or more of the prohibited ground of discrimination, direct discrimination would have occurred.

2. Indirect Discrimination

Indirect discrimination occurs where practices or acts not reasonably related to job requirements or participation in any CSWU sanctioned soccer programs and services have a negative impact on individuals or groups on the basis of a prohibited ground of discrimination. For example, an unnecessary height restriction that eliminates most women from consideration for a job is an example of indirect discrimination.

3. Systemic Discrimination

Systemic discrimination may occur where long term practices have resulted in structures of work that disadvantage individuals because they are members of certain groups. For example, long, unpredictable and inflexible hours of work may systematically prevent women with child care responsibilities from pursuing career opportunities.

4. Adverse Effect Discrimination

Adverse effect discrimination occurs when the application of an apparently neutral law or policy has a disproportionate and harmful impact on individuals from particular social groups. For example, a dress code that required all employees or members to wear a particular type of hat would adversely impact on persons who, for religious reasons, wear turbans.

5. Retaliation

Retaliation occurs where a person has made a complaint of discrimination and the party who is alleged to have committed the discriminatory act takes further or increased harmful action toward the complainant because of that complaint.

C. Pregnancy Discrimination Is Sex Discrimination

Where opportunities are denied to a woman because of a pregnancy or an anticipated or possible pregnancy, that woman has been discriminated against on the basis of sex. Sex discrimination is prohibited.

D. Sexual Harassment Is Sex Discrimination

Sexual harassment in the workplace, either in the form of direct sexual demands or threats related to employment advantages or disadvantages, or in the form of sexist attitudes or treatment that poisons a workplace atmosphere, constitute sex discrimination and is prohibited. A workplace free of sexual discrimination is an employee's right.

CSWU is committed to ensuring that no sexual harassment occurs in any work-related exchange and any club sanctioned soccer programs and services.

Any complaints concerning allegations of sexual harassment will be dealt with through the complaints process in the Alberta Soccer Association sexual harassment policy.

E. Special Programs

Employment discrimination involves distinctions that negatively impact on particular people or groups based on prohibited characteristics unrelated to the job. Where special programs make distinctions based on the same characteristics, but which are intended to address past restrictions and expand employment opportunities, the program is remedial rather than one that perpetuates discrimination.

F. Employment Decisions Covered

All employment decisions made by the Calgary South West United Soccer Club are covered by this policy. These decisions include but are not limited to: job advertising, recruitment, hiring, remuneration, benefits, availability of support services, and availability of leave, professional opportunities and advancement. Any decisions made in any of these areas must be made on the basis of performance-based criteria such as qualifications, experience, and merit, rather than on stereotypes or any other discriminatory considerations.