

## FCSSC Inclusion, Anti-Discrimination and Anti-Racism Policy

The Forest City Sport and Social Club seeks to promote the positive social and athletic enjoyment of all activities under our multi-sport umbrella. Through our Club activities and for our members, we are committed to providing a supportive and respectful environment for all members and staff, regardless of any differences based on sex, sexual orientation, gender identity and expression, race, age, creed, ability, religion or national origin, and all other grounds protected from discrimination by the Ontario Human Rights Code. All FCSSC participants are expected to uphold these values and actively maintain an environment that fosters respect, is anti-discriminatory and actively anti-racist.

### Commitment to Learning & Continual Improvement

We are committed to learning and developing a long-term strategy for inclusiveness within our leagues, tournaments, and events. While we have always aspired to be an inclusive organization built on “fun for all, kindness always”, we’ve learned a lot and are committed to learning about ways in which we can continually improve.

We are undertaking several steps to make FCSSC the best it can be. Some of these steps have already occurred, some are in progress, and many will be ongoing. These steps include, but are not limited to:

- Ensuring all members read and agree to this policy upon registering
- Renewing and updating our **Zero Tolerance Policy (pg. 5)** for leagues, tournaments and events.
- Revising gendered rules and language in league and tournament rulebooks, as applicable.
- Continuous education & workplace training for all staff, focused on diversity, inclusion, and allyship
- Evolving our hiring policies to become a better equal opportunity employer
- Providing resources for members on how to be an ally on and off the field
- Continually evaluating our organization’s progress towards a more inclusive sport system

FCSSC is committed to ensuring our leagues, tournaments and events are a safe and welcoming space for all BIPOC and 2SLGBTQIA+ participants, and to creating and maintaining a safe environment where all individuals are treated with respect and dignity, can contribute fully, and have equal opportunities to play.

If you have any recommendations on how the FCSSC can improve this policy, and/or better support Inclusion, Anti-Discrimination and Anti-Racism within our leagues, and have the capacity to share with us, we would love to hear from you. We are open to and truly appreciate your feedback. Please reach out to the FCSSC team via email at [info@fcssc.ca](mailto:info@fcssc.ca) or by phone at (519) 439-4263

## **Guiding Principles**

The Forest City Sport and Social Club is guided by the following principles for inclusion:

- Participation in FCSSC activities celebrate differences and focus on the benefits and the JOY OF SPORT!
- Policies governing participation for inclusion should nurture fair play, honesty and respect, and integrity.
- Policies governing participation embrace diversity and inclusion, resulting in a positive sporting experience, free of discrimination or harassment based on sex, sexual orientation, gender identity and expression, race, age, creed, ability, religion or national origin, and all other grounds protected from discrimination by the Ontario Human Rights Code
- Policies governing the participation of trans and non-binary people foster access and equitable participation and equal opportunities to participate in sport and strive for excellence at all levels and in all capacities.
- Policies governing the participation of trans and non-binary people, are evidence-based and recognize the necessity to protect the privacy rights of individuals, and strive to prevent physical, emotional and mental harm.

## **Participating with FCSSC**

When playing in a sport league(s) or tournament, members have the option to participate in the gender category in which they identify. All identifications of gender identity or expression by our members are believed to be made in good faith and do not require further disclosure or documentation.

- Individuals who identify as a woman are eligible to play on women's, mixed and open gender teams.
- Individuals who identify as a man are eligible to play on men's, mixed teams and open gender teams.
- Non-Binary individuals can identify under a Non-Binary gender option when creating a Player Profile. For sport team rostering purposes, non-binary individuals are not included in male or female gender counts, however, are included towards total player count.
- For any player wanting to update their gender identity can do so through their online Player Profile.

## **Confidentiality**

FCSSC recognizes the privacy rights and safeguards the confidentiality of all members.

## **PROHIBITED CONDUCT**

**Discrimination** refers to any action, behaviour or attitude, whether intentional or not, which negatively affects another individual with respect to protected grounds, as defined by the Human Rights Code. This policy prohibits discrimination based on the following protected grounds:

- Race
- Ethnicity
- Religious Beliefs
- Colour
- Gender
- Gender Identity
- Gender Expression
- Physical Disability
- Mental Disability
- Age
- Ancestry
- Place of Origin
- Marital Status
- Source of Income
- Family Status
- Sexual Orientation
- Weight

**Harassment** is a form of discrimination and refers to wrongful conduct that negatively affects the sport environment or leads to adverse consequences within that environment for the person(s) experiencing the harassment, which the offending person(s) knew or ought reasonably to have known would be unwelcome. Harassment can involve words or actions that are known or should be known to be offensive, embarrassing, humiliating, demeaning or are otherwise unwelcome. Harassment can also present in the form of microaggressions, a subtle and often unconscious expression of prejudice.

Examples of Harassment include, but are not limited to:

- Unwelcome remarks, jokes, nicknames, innuendo, or taunting which may, but need not be linked to a protected ground, such as a person's race, sex, gender identity, weight etc.
- Deliberately excluding an individual or group or otherwise attempting to discredit, socially isolate, or disempower an individual or group
- Racial, ethnic, homophobic, fatphobic, gendered, transphobic, sexist, sexual, disability or other slurs
- Use of terminology that reinforces stereotypes
- Written or verbal abuse or threats
- Vandalism or physical assaults

**Team Names** should reflect the principles of inclusivity, anti-discrimination, and anti-racism as outlined in this document. By playing with FCSSC, you agree to choose and/or play under a team name that does not reference any of the following:

- Sexual and/or gender inequality
- Racial or ethnic slurs
- Physical violence

FCSSC's goal is to create a space that is welcoming, safe, and fun for ALL to play. Team names that reference any of the above will be changed and teams may not receive warning about said change.

It is not guaranteed that FCSSC will catch a team name violating this policy right away or at all. Names may be changed at any time.

## PROCESS

Any member of the FCSSC who feels they themselves have ever been, or have witnessed an individual being discriminated against, bullied, verbally or sexually harassed, vilified or victimized based on gender identity or expression have a responsibility to take appropriate action.

### Informal Resolution

The FCSSC encourages individuals to first attempt to resolve conduct issues informally amongst themselves or with the help of a present Game Coordinator, whenever possible. If an informal resolution fails to resolve the issue, or **if the circumstances are such that informal resolution is not possible, appropriate, or the individual feels their health and safety is in danger** please report the issue via the Game Report form or by contacting the FCSSC office directly.

In order for a report to be processed, reviewed, and managed, it must be formalized in writing by the person reporting and/or a FCSSC representative. The report should include particulars of the breach, including details of the incident(s), witness(es), etc. All reports are kept for a maximum of 7 years. The League Coordinator, or any person in a leadership position at FCSSC, will then conduct an internal investigation.

### Determination

Following an internal investigation, the Director will come to a determination based on the evidence gathered. The FCSSC will impose appropriate resolution measures for the alleged offender, inclusive of:

- Feedback
- Warning
- Suspension
- Permanent Ejection/Lifetime Ban from the FCSSC

### Zero-Tolerance Policy

FCSSC Staff (including Games Coordinators) reserve the right to remove members immediately from a facility and/or league, tournament, or event if they are involved with any of the following acts toward a coordinator, facility staff, member, or spectator:

- Using racial, ethnic, homophobic, fatphobic, gendered, transphobic, sexist, sexual, disability or other slurs
- Swearing directly at another person
- Intentionally pushing, shoving, or making physical contact with another person
- Instigating and/or retaliating in an altercation
- Displaying disrespectful or threatening behavior.

If a member is ejected due to unsportsmanlike play, they must vacate the facility immediately.

## GLOSSARY OF TERMS

**2SLGBTQIA+:** Two (2) Spirited, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, + (Pansexual, Agender, etc.)

o Two (2) Spirited: An identity for people who have both a masculine and a feminine spirit, used by some First Nations peoples to describe their sexual, gender and/or spiritual identity.

o Lesbian: An identity for female-identifying people who are sexually and/or romantically attracted to other woman.

o Gay: An identity for people who are sexually and/or romantically attracted to people of their same sex or gender identity. Traditionally this identity was reserved for men, but it has been adopted by people of all gender identities.

o Bisexual: An identity for people who are sexually and/or romantically attracted to two or more genders.

o Transgender: An identity for people whose gender identity differs from what is typically associated with the sex they were assigned at birth. Trans people may or may not choose to alter their bodies hormonally and/or surgically.

o Queer: This term makes space for the expression of a variety of identities outside of rigid categories associated with sex, gender or attraction. Historically a derogatory term used as a slur against 2SLGBTQIA+ people, it has been reclaimed by many as a positive way to describe themselves.

o Intersex: An umbrella term to capture various types of biological sex differentiation. Intersex people have variations in their sex characteristics, such as sex chromosomes, internal reproductive organs, genitalia, and/or secondary sex

characteristics (e.g. muscle mass, breasts) that fall outside of what is typically categorized as male or female.

- o Asexual: An identity for people who lack sexual attraction or interest in sexual expression.

- o Pansexual: An identity for people whose choice of sexual or romantic partner is not limited by the other person's sex, gender identity or gender expression.

- o Agender: An identity for people who do not have a gender identity, or that their gender identity is neutral. People who are agender may also identify with genderqueer or nonbinary as umbrella terms.

- o Cisgender: A person who identifies with the gender they were assigned at birth.

Source: Government of Canada (Aug 19, 2020). LGBTQ2 Terminology. Retrieved from <https://www.canada.ca/en/canadian-heritage/campaigns/free-to-be-me/lgbtq2-glossary.html>)

**ANTI-RACISM:** “The active, ongoing process of dismantling a system of racial inequity and creating a new system of racial equity. Anti-racism demands that this work be done at the individual, organization/institutional and cultural levels in order to effectively address systemic racism.”

Source: (2017, Anti-Racist Organizational Change: Resources and Tools for Nonprofits, CommunityWise Resource Centre)

**BIPHOBIA:** The fear, hatred or aversion of people who are attracted to more than one gender.

**BIPOC:** Black, Indigenous, People of Color

**DISABILITY TERMINOLOGY:** “A disability is a functional limitation or restriction of an individual's ability to perform an activity. The word ‘disabled’ is an adjective, not a noun. People are not conditions. It is therefore preferable not to use the term ‘the disabled’ but rather ‘people with disabilities’ [person-first language].”

- o For more insights, learning and to view how we can adjust our language, please refer to the Government of Canada's ‘A Way with Words and Images’ project, [here](#).

**FIRST NATIONS PEOPLES:** ‘Indigenous Peoples’ is a collective name for the original peoples of North America and their descendants. Often, ‘Aboriginal Peoples’ is also

used. The Canadian Constitution recognizes three groups of Aboriginal Peoples: First Nations, Inuit and Metis. These are three distinct peoples with unique histories, languages, cultural practices and spiritual beliefs.

### **GENDER VS. SEX:**

o “A person’s GENDER refers to socially constructed roles, behaviours, expressions, and identities of girls, women, boys, men, and gender diverse people. It influences how people perceive themselves and each other, how they act and interact, and the distribution of power and resources in society. Gender identity is not confined to a binary (girl/woman, boy/man) nor is it static; it exists along a continuum and can change over time.”

o “A person’s SEX refers to a set of biological attributes in humans, primarily associated with physical and physiological features including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy. Sex is usually categorized as female or male, but there is variation in the biological attributes that comprise sex and how those attributes are expressed.”

Source: Canadian Institutes of Health Research (Apr 28, 2020). What is gender? What is sex?. Retrieved from <https://cihr-irsc.gc.ca/e/48642.html>

- **HOMOPHOBIA:** The fear, hatred, or aversion of people who experience same-sex attraction.
- **MICROAGGRESSION:** A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group.
- **PRONOUNS:** Pronouns are words that are used in place of nouns. A gender neutral or gender inclusive pronoun is a pronoun which does not associate a gender with the individual who is being discussed. Commonly used pronouns include:
  - o She/Her
  - o He/Him
  - o They/Them
  - o Xe/Ze
  - o Remember, you can always just use the person’s name instead!

**TRANSPHOBIA:** The dislike of or prejudice against transgender people.



**WEIGHT BIAS:** Negative attitudes, beliefs, judgement, stereotypes, and discriminatory acts aimed at individuals because of their weight. Weight bias is not exclusive to or solely about obesity, weight bias is inclusive of, and can be experienced by, all people.

**WEIGHT DISCRIMINATION:** When people act on their own individual biases and the social stereotypes of weight-related bias, and treat people differently because of their weight.

*This policy is a living document subject to change - if you have any recommendations on how the FCSSC can improve this policy, please contact us. We are open to feedback in order to become better champions for marginalized communities.*