



Anti-Discrimination Policy

Introduction

The Calgary Minor Soccer Association (CMSA) Anti-discrimination Policy outlines our expectations to protect our members, youth players, volunteers, officials, and other stakeholders from discriminatory and harmful behaviors, whether intentional or unintentional. This policy supports CMSA's overall commitment to create an inclusive, safe, and enjoyable sporting environment for all participants and depends on an active and deliberate commitment from the community.

Scope

This policy prohibits discrimination and harassment of any kind and applies to the board and staff of CMSA, CMSA member-clubs, Associate Members, endorsed soccer training providers and partners as well as the players, team officials, spectators, referees, volunteers, and other stakeholders participating in CMSA programming.

The CMSA Anti-Discrimination Policy and the [CMSA Harassment Policy](#) go hand-in-hand.

Declaration

CMSA commits to providing opportunities for all participants in an inclusive, safe, and enjoyable environment. There is a fundamental conviction that all humans are equal in nature and have the same rights and duties in society regardless of age, race, ethnic origin, gender identity or expression, disability, family or marital status and background, everyone belongs here. The association will continue ongoing work, learning and education to ensure that everyone feels welcome, accepted, and respected.

Definitions

- **Discrimination:** the harmful, negative, or unfair treatment of an individual or group based on personal characteristics such as:
 - Age, Ancestry, Creed (religion), Disability (including mental, physical, developmental, or learning disabilities), Family Status, Gender Expression, Gender Identity, Marital Status, Sex (including pregnancy and breastfeeding), Sexual Orientation, Social status, Race
- **Diversity:** the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, ability, age, religious commitment, or political perspective.
- **Equity:** recognizing that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.



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- **Inclusion:** an outcome to ensure those that are diverse feel and/or are welcomed.
- **Unconscious Bias:** attitudes that are held subconsciously and affect the way individuals feel and think about others around them.
- **Upstander:** a person who speaks up or acts in support of an individual or cause.

Roles and Responsibilities

It is expected that as a participant in CMSA's league, events, tournaments, and related sanctioned activities, that you are respectful, kind and fair, abiding by this policy, refraining from discrimination, and cooperating fully in any investigation of any discrimination complaint.

As a participant in CMSA's league, you have the right to report instances of discrimination that you experience.

As a participant in CMSA's league, you have the right to, and we empower you to be an Upstander by speaking up, standing up and/or reporting instances of discrimination that you encounter, even if they are not directed at you.

Employees, Board Members, Member-Clubs, Team Officials and Referees

- Have the right to a discrimination-free environment
- Are expected to lead by example, in a respectful and ethical manner at all times
- Have an obligation not to participate in or encourage discriminatory practices
- Have the right to report any observation of discrimination

Parents/families and youth participants

- Have the right to receive non-discriminatory service(s)
- Are expected to act respectfully at all times
- Have the right to report any observation of discrimination

Member-Club Responsibility

Member-Clubs shall always be responsible for the conduct of their team officials, players and spectators. They must endeavour to prevent disorderly conduct before, during or after the game, on or off the field by adopting procedures, including the field marshall program, to ensure compliance with this policy.



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CMSA's Responsibility

CMSA shall be responsible for ensuring that all interested participants (players, coaches, referees, administrators, employees, and spectators) have access to an inclusive, safe, and enjoyable sporting environment. CMSA will investigate all accusations of discrimination that have been reported.

Reporting

If you feel like you've been discriminated against, or are an Upstander, you may formally report any instances or observations of discrimination to CMSA via the [Issue and Complaint Reporting Form](#).