



Halton Hawks FC –Diversity & Inclusion Policy

HALTON HAWKS FC

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Halton Hawks FC – Diversity & Inclusion Policy

1. Purpose

Halton Hawks FC (HHFC) is committed to providing an environment where every person—regardless of background, identity, or ability—feels safe, respected, valued, and empowered to participate in soccer.

This policy outlines our commitment to equity, inclusivity, anti-discrimination, and equal opportunity across all areas of the club.

2. Scope

This policy applies to:

- Players
 - Coaches and technical staff
 - Team managers and volunteers
 - Match officials
 - Parents, caregivers, and spectators
 - Board members and leadership
 - Any individual participating in HHFC programming or events
 - This policy covers all environments: training sessions, games, travel, events, online communication, and social settings.
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3. Commitment to Diversity & Inclusion

Halton Hawks FC proudly embraces diversity as a strength. We welcome and support individuals of all:

- Races and ethnic backgrounds
 - Gender identities and expressions
 - Sexual orientations
 - Socio-economic backgrounds
 - Faiths, religions, and cultural traditions
 - Physical and intellectual abilities
 - Neurodiversity profiles
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- Family structures
- Ages and experience levels

We believe every person has the right to belong, participate fully, and feel valued within our club community.

4. Anti-Discrimination & Anti-Harassment Standards

HHFC maintains a strict **zero-tolerance** policy for any form of:

- Discrimination
- Racism or racial slurs
- Sexual harassment
- Gender-based harassment
- Homophobia or transphobia
- Ableism or mockery of disabilities
- Religious discrimination
- Bullying, intimidation, or exclusion
- Derogatory language or behaviour

Incidents will be investigated promptly, confidentially, and impartially, with consequences applied in accordance with club disciplinary procedures.

5. Accessibility & Accommodation

Halton Hawks FC is committed to removing barriers to participation.

The club will:

Provide reasonable accommodations for players with intellectual, physical, or sensory disabilities

Modify training activities where appropriate

Support alternative learning and communication needs

Collaborate with families to understand player requirements

Ensure facilities and programming are as accessible as possible

Train staff on inclusive coaching practices

No player will be denied participation due to disability-related needs when safe and reasonable accommodations can be made.

6. Inclusive Coaching Practices

HHFC coaches are trained and expected to:

Use inclusive language

Recognize and value diverse learning styles

Treat every player with equal respect and encouragement

Promote equitable playing opportunities appropriate to age and stage

Create a team culture where differences are embraced

Address microaggressions or exclusion immediately

Challenge stereotypes and biased assumptions

Our coaching methodology, including the Xcel Coaching Model, emphasizes respect, empathy, and positive leadership.

7. Cultural Respect & Education

HHFC celebrates cultural diversity and will:

Encourage cross-cultural understanding

Accommodate religious observances when scheduling allows

Respect cultural attire, hairstyles, and expressions of identity

Support multicultural communication within teams

Promote activities that highlight community diversity

Coaches and staff are encouraged to learn about and respect the cultural backgrounds of their players.

8. Gender Inclusion

The club supports players and staff of all gender identities and expressions.

We commit to:

Respecting each person's name and pronouns

Providing safe and inclusive change room protocols

Supporting gender-diverse athletes confidentially and respectfully

Allowing athletes to participate in accordance with Ontario Soccer and Canada Soccer policies

Harassment or discrimination based on gender identity is strictly prohibited.

9. Socio-Economic Inclusion & Financial Accessibility

HHFC believes every child deserves the opportunity to play soccer, regardless of financial situation.

The club provides:

Flexible payment plans

Subsidized programs for eligible families

Guidance accessing external community funding

Confidential case-by-case support

No stigma or prejudice linked to financial assistance

Information is available at:

 <https://www.haltonhawksfc.com/parents-and-player>

10. Responsibilities of Participants & Families

Every participant, parent, and spectator at HHFC is expected to:

Treat all individuals with respect and dignity

Celebrate differences within the club

Model inclusive behaviour at practices and games

Avoid harmful language, jokes, or comments

Report incidents of discrimination or exclusion

Support the club's commitment to a welcoming environment

11. Reporting & Accountability

If a participant believes they have experienced or witnessed discrimination or exclusion, they may report the issue to:

The team coach or manager

The Technical Director

The Club President

The Safe Sport Officer (where applicable)

Ontario Soccer Safe Sport channels

All reports will be treated seriously, confidentially, and without retaliation.

12. Policy Review & Continuous Improvement

HHFC will review this policy annually to ensure it aligns with:

Ontario Soccer Safe Sport Standards

Canada Soccer Club Licensing requirements

The Responsible Coaching Movement

Evolving community needs and inclusion practices

Feedback from families, players, and coaches is welcomed.

13. Statement of Commitment

Halton Hawks FC is more than a soccer club—we are a community built on respect, diversity, opportunity, and belonging.

By adopting this Diversity & Inclusion Policy, we reaffirm our commitment to ensuring that every player and family feels safe, supported, and welcome at all times.

Inclusion is not an initiative—it is a core value of who we are.
