



Oakville Jaguars Soccer Academy

Oakville, ON | www.oakvillejaguars.com

Equity, Diversity & Inclusion Policy

Policy Number	Version	Date Issued	Date Effective
OJSA-014	2.0	December 5, 2020	December 5, 2020
Description			
To ensure an atmosphere of equity, diversity, and inclusion where all participants are treated fairly and with respect.			

Section 1 - Purpose

The Oakville Jaguars Soccer Academy (OJSA) strives to inspire participants of all abilities, ages, and backgrounds to enjoy, learn, develop, be active, and achieve their own personal successes through the game of soccer.

Section 2 - Definitions

Discrimination - one or a series of actions or behaviours related to one or more of the prohibited grounds as defined by the Ontario Human Rights Code that results in unfavourable or adverse treatment negatively affecting an individual or group.

Diversity - recognizing that all people are unique and bring with them varied experiences, perspectives, and approaches.

Equity - treating individuals and groups fairly, not necessarily equally or the same; recognizing that there are barriers to participation, access, and inclusion. The principle of equity acknowledges that systemic barriers exist and that action is needed to address historical imbalances.

Equity and Intercultural Competence - the set of practices and behaviours that enables an individual to understand, communicate, and effectively interact with people across differences, real or perceived.

Inclusion - intentionally creating a sense of belonging where all individuals are recognized and valued for their uniqueness, and collectively promoting an environment where individuals can be their authentic selves.

Section 3 - Commitment

1. Individuals are expected to promote and support a respectful, inclusive, and safe environment where everyone is treated with respect and dignity.
2. Individuals are responsible for developing their personal level of equity and intercultural competence to interact effectively with people from diverse identities, maintaining civility and respect in all conduct and communications.
3. OJSA will strive to understand, consider, and mitigate systemic and attitudinal obstacles experienced by individuals while participating in Club events and activities.
4. OJSA will identify opportunities to develop and implement the skills, knowledge, and abilities required to become equity and inter-culturally competent.

Section 4 - Standards and Values

OJSA strives to nurture the life character skills, active lifestyle, and positive environment necessary for all participants to become leaders and Champions of Tomorrow by developing:

- The passion, enjoyment, and desire to perform one's personal best;
- The acceptance of expanding one's comfort zone, building self-confidence, and the pursuit of personal excellence;
- Sportsmanship and the principle of Fair Play;
- A respect for others; and
- A place to develop life-long friendships and a healthy lifestyle.

OJSA is committed to providing and maintaining an equitable, diverse, and inclusive community and recognizes that encouraging such environments will help participants achieve to the best of their ability. OJSA strives to be equitable, diverse, and inclusive in all of its programming.

OJSA is committed to operating within the Ontario Human Rights Code, which states: "Every person has the right to equal treatment with respect to services, goods, and facilities, without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability." (Human Rights Code, RSO 1990, c H.19, s. 1)

Section 5 - Approvals

Version	Executive Director Approval	Board Approval	Publish Date
2.0			