



Diversity & Inclusion Policy | Anti-bullying Policy

Statement

BTB Soccer Academy is committed to developing and fostering an inclusive and diverse environment for coaches, participants, parents, and volunteers. A diverse coaching and playing environment recognize the differences in race, age, gender, education, and background. It recognizes individuals' unique life experiences, qualities, and characteristics. It explicitly rejects bullying of any kind, and in any form.

An inclusive coaching and playing culture embraces, respects, and values differences in people regardless of race, gender, sexuality, or disability.

Guidelines

BTB Soccer Academy is committed to providing an environment that promotes diversity and inclusion. Participants and coaches should be judge purely on their skills and character as a person and nothing else. We at BTB have ZERO tolerance for any racism and discrimination of any type from all members towards anyone. We are committed as an organization to try our best to eliminate discrimination at all levels. Soccer is for everyone.

BTB Soccer Academy will work extremely hard to put in place the **7 pillars of inclusion**:

Access

Access is both physical and attitudinal. BTB will work extremely hard to provide access to all abilities.

Attitude

Attitude is often cited as one of the biggest barriers and underpins all the pillars of inclusion. Without doubt, a positive attitude goes a long way to making inclusion a reality.

Choice

BTB will work to develop more programs for all abilities by 2024. Participants and coaches should always be provided with a choice of where they want to play and who they want to coach.

Partnerships

BTB will look to partner with different organizations to make its programming more accessible. BTB currently uses Jumpstart and KidSport to help with fees for participants from low-income families to have the ability to play.



Communication

BTB staff, coaches and volunteers will continue to educate themselves for the best practices in communication about diversity and inclusion. We will hold seminars for the coaches and participant to learn more about this especially important topic.

Policy

Race discrimination

BTB is committed to this policy and creating an avenue for complaints about discrimination to be taken seriously by the staff and board members.

Opportunities

BTB will look to create opportunities for all-abilities to improve their lives and their sporting journey. Opportunities to advance will be available to all members of BTB regardless of race, age, gender, or sexuality.

BTB is committed to a welcoming environment that is for all-abilities. We take all complaints of discrimination from coaches, participants, players, referees, and spectators very seriously. Any member of BTB found to be involved in any discriminatory event will face disciplined actions that could lead to expulsion from the academy.

Bullying¹

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, homophobic, biphobic, transphobic, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone.

Coaches and managers will be reminded to look for bullying behaviors, and to report them. Please refer to our social media policy, along with our Template for Investigations Policy, page 65 – BTB Governance: Bylaws and Policy Manual).

¹ <https://www.bullyingcanada.ca/get-help/>