



EQUITY AND DIVERSITY POLICY

1. Purpose

The Brazilian Soccer Academy (BSA) is committed to providing a safe, welcoming, inclusive, and respectful environment for all participants. This Equity, Diversity & Inclusion (EDI) Policy outlines BSA's commitment to fair treatment, equal opportunity, and inclusion across all programs, activities, and operations.

BSA believes that diversity strengthens our community and that every individual deserves to participate in soccer free from discrimination, harassment, or exclusion.

2. Scope

This policy applies to all individuals involved with BSA, including but not limited to:

- Players and participants
- Coaches and technical staff
- Employees and contractors
- Volunteers
- Parents, guardians, and spectators
- Board members and leadership

3. Core Values

BSA's approach to equity and diversity is grounded in our **PRICE values**:

- **Professionalism** – Acting ethically, responsibly, and with integrity
- **Respect** – Valuing every individual and treating all with dignity
- **Inclusiveness** – Ensuring everyone feels welcome and supported
- **Caring** – Creating a safe and positive environment for growth
- **Education for Life** – Using sport as a platform to teach life skills and social responsibility

4. Commitment to Equity and Inclusion

BSA is committed to:

- Providing equal access to programs and opportunities
- Removing barriers to participation where reasonably possible
- Promoting a culture of belonging and mutual respect
- Reflecting diversity in leadership, coaching, and decision-making
- Supporting participants of all abilities, backgrounds, and identities

5. Prohibited Grounds of Discrimination

In alignment with the Ontario Human Rights Code, BSA does not tolerate discrimination or harassment on the basis of:

- Race, colour, or ethnic origin
- Citizenship or place of origin
- Religion or creed
- Sex, gender identity, or gender expression
- Sexual orientation

- Age
- Disability (physical, mental, learning, or sensory)
- Family or marital status
- Socioeconomic status
- Any other protected characteristic under applicable law

6. Accessibility and Inclusion of Persons with Disabilities

BSA is committed to meeting the requirements of the **Accessibility for Ontarians with Disabilities Act (AODA)** and strives to provide programs and facilities that are accessible to participants of all abilities.

This includes:

- Making reasonable accommodations to support participation
- Communicating in accessible formats upon request
- Training staff and coaches on inclusive practices
- Proactively identifying and reducing physical, communication, and attitudinal barriers

BSA recognizes that accessibility is an ongoing process and is committed to continuous improvement.

7. Safe and Respectful Environment

BSA has zero tolerance for:

- Harassment or bullying
- Abusive or aggressive behavior
- Discriminatory language or actions
- Retaliation against individuals who raise concerns

All members of the BSA community share responsibility for maintaining a positive and respectful environment.

8. Education and Awareness

BSA will:

- Promote awareness of equity, diversity, and inclusion principles
- Provide guidance and education to coaches and staff
- Encourage respectful communication and teamwork
- Use soccer as a tool to teach empathy, leadership, and social responsibility

9. Reporting and Complaints

Any individual who experiences or witnesses discrimination, harassment, or exclusion is encouraged to report the concern.

Reports may be made to:

- A coach or staff member
- Academy leadership or management

All complaints will be:

- Taken seriously
- Handled confidentially where possible
- Reviewed promptly and fairly
- Addressed without retaliation

10. Accountability

Failure to comply with this policy may result in disciplinary action, which may include warnings, suspension, or removal from BSA programs, depending on the severity of the incident.

11. Review and Continuous Improvement

This policy will be reviewed regularly to ensure alignment with best practices, legal requirements, and the evolving needs of the BSA community.

BSA welcomes feedback to help strengthen equity, diversity, and inclusion across all areas of the academy.

Brazilian Soccer Academy (BSA)

Building creative players, strong values, and inclusive communities through soccer.