



BSA INCLUSION AND ACCESSIBILITY POLICY

Brazilian Soccer Academy is committed to offer accessible activities to anyone and ensure there's no discrimination in our programs. Also, providing an environment where everyone is included.

1.0 ACCESSIBILITY AND INCLUSION

- Brazilian Soccer Academy is fully supportive and follows Canada Soccer Guide to Accessibility and Inclusion.
- Brazilian Soccer Academy management and technical director are responsible to ensure our programs are accessible and inclusive to anyone.
- Coaches and (or) volunteers should be available and properly trained to ensure Brazilian Soccer Academy can accommodate all members.
- In case of high demand, Brazilian Soccer Academy is willing to open new groups targeting participants with special needs.
- Technical Director with the management team, is responsible to implement icebreakers and team building activities in order to promote interaction among all participants.
- All activities should be inclusive and ensure well-being from all participants is promoted.
- Coaches and volunteers should be aware of any condition of participants.
- It's also all staff's responsibility to ensure new parents and members are aware and educated regarding this matter.

1.1 FIRST DAYS

At first, some players may not want to join or engage with the group and prefer to be on their own. Coaches and volunteers will respect that and will still supervise and ensure activities are delivered to everyone.

These are some points for attention on first days:

- All participants should be treated with the same respect all the time, especially on first days.

- Coaches and volunteers must ensure everyone is comfortable and engaging in all activities.
- All staff, coaches and volunteers are responsible to promote the best environment to all participants.
- In case of any issue or negative situation, coaches and volunteers must communicate it to management staff right away.

1.0 RESPONSIBILITIES

- It's everyone responsibility to ensure all participants are succeeding.
- Coaches and volunteers should be ready and prepared to receive and respect everyone.
- Management team is responsible to communicate about any player with special needs.
- All staff is responsible to ensure all members, parents, coaches and volunteers are treating everyone with respect.
- Coaches and volunteers should immediately communicate to management in case they experience or find out about any type of discrimination towards any participant.