



## **T AFC Policy for Equity & Inclusion 'Football for All'.**

*T AFC is committed to a policy of equal treatment of all members and requires all members to abide by and adhere to these policies and the requirements of the Declaration of Expectations for 'Fairness in Sport' (the London Declaration) 2001, Canadian Human Rights Act 1985 and Employment Equity Act 1995 as well as any amendments to these acts and any new legislation.*

T AFC requires all of its member, volunteers and coaches promote and uphold the standard that T AFC is football for all Academy that welcome everyone to participate in Soccer without discrimination.

T AFC members and coaches are endeavoured to uphold these standards both internally and when representing the Academy in competition or tour. T AFC members and coaches must purposefully eliminate any factors that fall under the grounds of discrimination and those that prohibit the inclusion of any person, for such:

- Gender
- Age
- Sexual Orientation
- Ethnicity
- Religious beliefs
- Nationality
- Race
- Marital Status
- Disability.
- Social Economic Background

The policy outlined must be upheld and reinforced by all T AFC members throughout active or inactive participation.

T AFC members considered to be in breach of these guidelines will be investigated and subject to process of dismissal should required action be called upon. T AFC wants to be a front runner when it comes to Academies and associations that break down barriers and hold true to their values as a 'Football for All' Academy.