
Markham Soccer Club



Anti-Discrimination Policy

Effective Date: July 7, 2025

Introduction

Markham Soccer Club (MSC) is committed to creating an inclusive, equitable, and respectful environment for all members of our community, regardless of race, ethnicity, national origin, gender, gender identity, sexual orientation, religion, age, socio-economic status, ability, or any other protected characteristic.

Statement of Intent

Discrimination of any kind will not be tolerated. This includes actions, comments, or decisions that treat someone unfairly based on protected characteristics or create a hostile or unwelcoming environment.

The purpose of this policy is to prevent discrimination in all forms within MSC and to affirm our commitment to fair and respectful treatment for everyone who interacts with the Club—including players, coaches, referees, parents, volunteers, staff, and Board members.

This policy applies to all MSC programs, events, and activities, including but not limited to competitions, training sessions, meetings, communications, and interactions at any Club-related site or platform.

Examples of Discrimination

- Exclusion based on race, gender, or religion
- Use of racial, homophobic, or sexist slurs
- Stereotyping or microaggressions
- Differential treatment in selection, play time, or coaching
- Online harassment or discriminatory content on social media

Responsibilities

All MSC members, employees, staff, coaches and players are responsible for upholding the principles of equity and inclusion. Leaders and coaches are expected to model respectful behaviour. All MSC members, employees, staff, coaches and players must intervene in incidents of discrimination and report them to the Executive Director.

Reporting and Response

Anyone who experiences or witnesses' discrimination within the context of MSC programs, events, or organizational dealings should report the incident to the Executive Director. Reports will be handled confidentially and investigated promptly. Disciplinary action may include warnings, suspension, or removal from the Club.

- Report incidents immediately to the Executive Director and then submit a written report.
- MSC will investigate and respond promptly.
- Parents or victims may be asked to discuss the problem.
- Police may be consulted in some cases.
- Offenders may be removed from the Club pending review.
- All cases are documented and monitored.

Applicability and Acknowledgment

By participating in MSC programs and activities, all members, employees, coaches, volunteers, and players agree to uphold this Anti-Discrimination Policy. Together, we strive to foster a safe, welcoming, and respectful soccer community for all. This policy applies to:

1. All members of the Board of Directors
2. All Club staff and employees
3. All coaches
4. All managers
5. All players
6. All parents, family members, guardians, caregivers
7. All referees
8. All volunteers