



Mississippi Mills United

Gender Equity & Diversity Policy

Club Commitment

Mississippi Mills United (MMU) will not tolerate any form of discrimination or abuse. As a club, we are committed to creating an environment where all players, staff members and parents, feel safe, respected, valued and treated equally.

Harassment and discrimination are prohibited by the Canadian Charter of Rights and Freedoms and by human rights legislation in every province and territory of Canada. Under the Ontario Human Rights Code, every person has the right to be free from harassment and discrimination.

Harassment and discrimination are violations of the law as well as being acts that are offensive, degrading and threatening. In its most extreme forms, harassment can be an offence under the Canada Criminal Code.

Policy

MMU will not tolerate, condone or ignore discrimination or harassment based on any of the protected grounds in the Ontario Human Rights Code. These include:

- Age.
- Ancestry, colour, race.
- Citizenship.
- Ethnic origin.

- Place of origin.
- Creed.
- Disability.
- Family status.
- Marital status (including single status).
- Gender identity, gender expression.
- Record of offences for which a pardon has not been granted or a record suspended.
- Sex (including pregnancy and breastfeeding).
- Sexual orientation.

If a claim of harassment or discrimination is proven, disciplinary measures will be applied, up to and including termination or suspension from employment at Mississippi Mills United.

Incident Report

To report an instance of any form of discrimination or abuse, send an email to the club Technical Director bran.mogin@mmu.soccer and a detailed internal investigation of the incident will be conducted. The club's board members recognize it can be very difficult to come forward with a claim. We are committed to conducting an internal investigation of the incident and maintaining full confidentiality of the report.