



SCROSOPPI FOOTBALL CLUB

SCROSOPPI FOOTBALL CLUB ACCESSIBILITY & INCLUSION POLICY

Aligned with Canada Soccer's Guide to Accessibility & Inclusion (2021)

Executive Overview

Scrosoppi Football Club (Scrosoppi FC) is committed to fostering a safe, inclusive, and accessible soccer environment where every player, coach, parent, and staff member feels welcome and valued. Guided by *Canada Soccer's Guide to Accessibility & Inclusion (2021)*, as well as the *Accessibility for Ontarians with Disabilities Act (AODA)* and the *Ontario Human Rights Code*, we strive to ensure that everyone, regardless of ability, background, gender, or circumstance, can fully participate in and contribute to our programs.

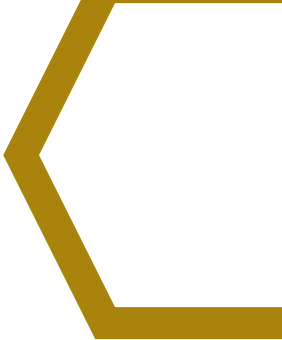
This policy outlines our commitment to removing barriers, creating opportunities, and developing a culture where diversity is celebrated and inclusion is intentional.

Our priorities are:

1. *Participation* – Expanding access and removing barriers to playing and coaching.
2. *Education* – Equipping coaches, volunteers, and staff with the tools to foster inclusive environments.
3. *Facilities & Communication* – Ensuring accessibility in our physical and digital spaces.
4. *Community Engagement* – Partnering with community organizations to reach underrepresented groups.

Through these efforts, Scrosoppi FC demonstrates our core mission:

"Developing Better People Through Soccer."



1. Policy Statement

Scrosoppi FC is committed to providing a welcoming and inclusive soccer environment that ensures equitable access, participation, and representation. We recognize that diversity strengthens our club and that everyone deserves to belong, contribute, and succeed without discrimination or barriers.

This policy applies to all players, coaches, staff, volunteers, parents, spectators, and visitors participating in or attending Scrosoppi FC activities.

2. Guiding Principles

Our approach is based on the five foundational pillars outlined by *Canada Soccer's Guide to Accessibility & Inclusion (2021)*:

1. *Equity* – Providing fair access to opportunities, recognizing that people have different needs and removing barriers accordingly.
2. *Diversity* – Respecting and valuing individual differences in backgrounds, experiences, and perspectives.
3. *Accessibility* – Ensuring all facilities, programs, and communications are inclusive and barrier-free.
4. *Inclusion* – Creating environments where everyone feels respected, supported, and valued.
5. *Belonging* – Building a culture where every participant feels connected and accepted as part of the Scrosoppi FC family.

3. Scope and Application

This policy applies to all aspects of club operations, including but not limited to:

- Player recruitment, registration, and participation
 - Coaching and staff development
 - Facility access and safety
 - Communication, marketing, and digital platforms
 - Events, meetings, and competitions
 - Community partnerships and outreach
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4. Commitments

A. Program Access

- Provide equitable access to all programs, including adaptive and developmental opportunities for players with disabilities.
- Offer financial assistance options and connect families to community support programs such as *Jumpstart* or *KidSport*.
- Ensure flexible registration options and clear communication for newcomers or individuals with language barriers.

B. Communication & Information

- Use plain-language communication across all platforms.
- Ensure digital accessibility by meeting *WCAG 2.0 Level AA* standards where possible (screen-reader compatibility, alt-text for images, colour contrast).
- Provide materials in alternative formats upon request.

C. Facilities & Environment

- Conduct regular accessibility audits of training and matchday venues.
- Work with facility partners to ensure accessible washrooms, seating, entrances, and parking.
- Provide visual signage and clear pathways to ensure safe movement for all.

D. Representation & Leadership

- Encourage representation from diverse backgrounds within coaching, leadership, and volunteer roles.
- Prioritize inclusive recruitment and selection processes.
- Establish mentorship pathways for underrepresented groups (e.g., women, newcomers, youth coaches, individuals with disabilities).

5. Roles & Responsibilities

Executive Director / Club Leadership

- Oversee implementation of this policy and ensure compliance with AODA and Ontario Human Rights Code.
- Monitor inclusion initiatives and publish annual progress reports.

- Ensure all decision-making considers accessibility and inclusion impacts.

Technical Director / Coaching Staff

- Complete inclusion and accessibility training as required.
- Integrate inclusive coaching practices that accommodate various abilities and learning styles.
- Identify and remove barriers within team environments.

Players, Parents, and Members

- Demonstrate respect and support for all participants, regardless of ability or background.
- Report any incidents of discrimination, exclusion, or barriers to participation.
- Participate in building a positive and inclusive club culture.

Volunteers and Staff

- Participate in relevant inclusion and accessibility training.
- Support equitable participation at all events and programs.

6. Complaint and Feedback Process

Scrosoppi FC encourages open communication to resolve accessibility or inclusion concerns.

- Any member may raise a concern verbally or in writing to the *Executive Director* at **shayne@scrosoppi.ca**.
- The concern will be acknowledged within **2 business days**, and an initial response or resolution will be provided within **10 business days**.
- If unresolved, the issue may be escalated to the *Club Owner & General Manager*.
- Annual summary reports will be used to identify trends and improve practices.

7. Review and Accountability

This policy will be reviewed **annually** by the Executive Director and updated to reflect:

- Changes in legislation (AODA updates)

- Feedback from members and stakeholders
- Progress in meeting inclusion and accessibility goals

The results of each annual review will be summarized in Scrosoppi FC's *Inclusion Report* and shared publicly.

8. Communications & Engagement Toolkit

To support visibility and community engagement, Scrosoppi FC will:

- Publish this policy and accessibility statement on its website.
- Highlight stories of diverse players, coaches, and volunteers.
- Include inclusion updates in newsletters and social media posts.
- Collaborate with community organizations that support newcomer, disability, and equity-deserving groups.
- Host annual workshops on *Inclusive Coaching*, *Bias Awareness*, and *Accessibility in Sport*.

Sample Website Statement:

"Scrosoppi Football Club is committed to accessibility and inclusion for all players, families, and visitors. If you require accommodations or have accessibility feedback, please contact us at shayne@scrosoppi.ca."

9. Implementation Action Plan (12-Month Cycle)

Timeline	Action	Outcome/Indicator
Months 1-2	Form Inclusion Working Group; conduct facility & digital accessibility audits.	Completed audit report and baseline metrics.
Months 3-4	Deliver inclusion and accessibility training to all coaches and staff.	100% of coaches trained.
Months 5-6	Launch inclusive programming (e.g., adaptive soccer, newcomer sessions).	Minimum of two inclusive program offerings.
Months 7-8	Address facility and communication improvements identified in audit.	Completion of 75% of improvements.
Months 9-10	Conduct mid-year feedback survey; adjust programming.	Report summarizing findings and actions.
Months 11-12	Publish Annual Inclusion Report and updated metrics on website.	Public report available; targets reviewed.

10. References

- *Canada Soccer – Guide to Accessibility & Inclusion (2021)*
- *Accessibility for Ontarians with Disabilities Act (AODA, 2005)*
- *Ontario Human Rights Code*
- *Canada Soccer Safe Sport Roster (2021)*

Prepared by:

Scrosoppi Football Club

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"Developing Better People Through Soccer."