



Equality and Harassment Policy

The purpose of this policy is to ensure that everyone is treated fairly and with respect, and that the Ottawa Islamic Soccer League is equally accessible to all members. This policy aligns with the Ontario Soccer Association (OSA) Harassment Policy and is incorporated into the Club's regulations.

Commitment to a Harassment-Free Environment

The Ottawa Islamic Soccer League is dedicated to creating a workplace free from harassment where all individuals are treated with dignity and respect. We are committed to preventing harassment based on the following grounds:

- Race
- National or Ethnic Origin
- Colour
- Religion
- Age
- Sex
- Sexual Orientation
- Marital Status
- Family Status
- Disability
- Pardoned Conviction

Harassment of any form, whether verbal, physical, or psychological, is not tolerated within the club. Individuals found to have harassed another may face disciplinary action.

Applicability of the Policy

This policy applies to:

- All members of the Ottawa Islamic Soccer League, including directors, officers, employees, volunteers, coaches, game officials, administrators, players, and registrants.
 - Job applicants during the recruitment process.
 - All club-related environments, including on-site training sessions, meetings, games, business trips, and any work-related activities.
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Supervisor Responsibilities

Supervisors have the following responsibilities:

- **Foster a Harassment-Free Environment:** Supervisors must promote appropriate behaviour and set an example in the workplace.
 - **Communicate Procedures:** Clearly explain the process for investigating and resolving harassment complaints.
 - **Address Harassment Immediately:** Take prompt action to deal with harassment situations, whether or not a formal complaint has been made.
 - **Take Action during Investigations:** Separate parties involved in a harassment complaint when necessary and handle the investigation confidentially and sensitively.
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Member Responsibilities

All members (employees, volunteers, coaches, game officials, administrators, players, and registrants) are responsible for:

- **Respecting Others:** Treating all individuals with respect both on and off the field.
 - **Reporting Harassment:** Reporting any form of harassment, whether verbal or written.
 - **Cooperating in Investigations:** Being part of harassment investigations and maintaining confidentiality throughout the process.
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Expectations for Members

All members can expect the following:

- **Respectful Treatment:** To be treated with respect in all environments, including on the field and in training sessions.
 - **Timely and Confidential Action:** That reported harassment will be addressed quickly and confidentially.
 - **Fair Process:** Ensuring that all involved parties have their rights to a fair process respected during the investigation.
 - **Protection from Retaliation:** No retaliation for reporting harassment or participating in an investigation.
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Investigation and Sanctions

The Ottawa Islamic Soccer League is committed to the immediate investigation of any harassment claims upon being informed. If the claim is substantiated, corrective action will be taken, including:

- **Ceasing the Discriminatory Practice**
- **Imposing Appropriate Sanctions as needed**

All claims of harassment will be handled with sensitivity and confidentiality to ensure a fair and just process for all parties involved.

Date Revised: September 2025