

CROATIAN NATIONAL SPORTS CLUB

“CROATIA”

ESTABLISHED 18 JUNE 1962



HRVATSKI NACIONALNI SPORTSKI KLUB

“HRVATSKA”

OSNOVAN 18 LIPNJA 1962

4895 8th CONCESSION, WINDSOR, ONTARIO N0R 1K0
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INCLUSIVITY, EQUITY, DIVERSITY, BULLYING, HARASSMENT AND ABUSE POLICY

Croatia National Sports Club holds the responsibility to ensure that all of our values and standards are followed throughout the entire club at every level. Football belongs to, and should be enjoyed by anyone who would like to participate in it regardless of gender, sexual orientation, race, nationality, ethnic origin, colour, religion, beliefs, marital status, ability or disability. This objective is fully supported by the board of directors at C.N.S.C., including all staff who are responsible for implementation of this policy.

C.N.S.C. will ensure that all people are treated with the utmost respect, dignity and fairness notwithstanding their gender, sexual orientation, race, nationality, ethnic origin, colour, religion or beliefs, marital status, ability or disability.

C.N.S.C. will under no circumstances stand for or condone the bullying, harassment, abuse, or victimization of any individual. Any actions, whether they are verbal, physical or mental that include a sexual or racial nature of harassment will not be tolerated. C.N.S.C. will continue to ensure that any such behavior will be dealt with swiftly and appropriately to ensure the safety of all individuals. If found to be a more serious incident the appropriate law authorities will be contacted. Any incident of bullying, harassment, abuse or victimization will be documented and kept on file.

C.N.S.C. will strive to remain committed to the equal treatment of all individuals involved with the club and ensure that all individuals adhere to above stated 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 legislation.

C.N.S.C. dedicated to creating a safe and positive environment to ensure that the community has the opportunity to develop socially, intellectually, physically through the sport of football.