



POLICY STATEMENT

As adapted from Basketball Ontario

EQUITY POLICY

Ottawa South United Soccer Association, through its Board of Directors, is committed to fostering respect and dignity for each of its employees and members. This policy is intended to guarantee equal opportunities and a working environment free of discrimination to all those members and employees.

Discrimination on the grounds of sex, race, ethnic origin, class, age, sexual orientation, family status, religion or disability is expressly forbidden in the Ottawa South United Soccer Association workplace, in any work-related activity, in any of the employment or recruitment practices of Ottawa South United Soccer Association or in any Ottawa South United Soccer Association will take positive measures to ensure that employment opportunities with Ottawa South United Soccer Association are equally available to all employees and prospective employees.

DEFINING THE TERM

A. Right To Equal Opportunity

Ottawa South United Soccer Association prohibits any treatment which has a discriminatory effect on any person based on any of the following prohibited grounds; sex, race, ethnic origin, class, age, family status, sexual orientation, religion, or disability.

In addition to the rights ensured by this policy, applicants and employees have a legal right to equal opportunities at work. Discrimination is prohibited by several pieces of legislation, including the *Canadian Human Rights Act* and provincial human rights acts. Providing equal opportunities also mandates that Ottawa South United Soccer Association identify and address any barriers to success in and access:

- I. to employment at Ottawa South United Soccer Association; and

- II. to participation in any Ottawa South United Soccer Association sanctioned programs and services.

Said mandate shall be done both in response to and prior to complaints being made about those barriers

B Discrimination

Discrimination is defined as any distinction that disproportionately and negatively impacts on an individual or group in a way that it does not impact on others. Whether or not such discrimination is intentional is irrelevant. Rather, the effect of the acts on the target of the discrimination is the relevant criterion.

I. Direct Discrimination

Direct discrimination occurs where an individual is treated less favourably than others on the basis of a prohibited ground. If, for example, a prospective employee was refused a job because Ottawa South United Soccer Association said that members would be uncomfortable with any one or more of the prohibited ground of discrimination, direct discrimination would be operative.

II. Indirect Discrimination

Indirect discrimination occurs where practices or acts not reasonably related to job requirements or participation in any Ottawa South United Soccer Association sanctioned soccer programs and services have a negative impact on individuals or groups on the basis of a prohibited ground of discrimination. For example, an unnecessary height restriction that eliminates most women from consideration for a job is an example of indirect discrimination.

III. Systemic Discrimination

Systemic discrimination may occur where long term practices have resulted in structures of work that disadvantage individuals because they are members of certain groups. For example, long, unpredictable and inflexible hours of work may systematically prevent women with child care responsibilities from pursuing career opportunities.

IV. Adverse Effect Discrimination

Adverse effect discrimination occurs when the application of an apparently neutral law or policy has a disproportionate and harmful impact on individuals from particular social groups. For example, a dress code that required all employees or members to wear a particular type of hat would adversely impact on persons who, for religious reasons, wear turbans.

V. Retaliation

Retaliation occurs where a person has made a complaint of discrimination and the party who is alleged to have committed the discriminatory act takes further or increased harmful action toward the complainant because of that complaint.

C. Pregnancy Discrimination Is Sex Discrimination

Where opportunities are denied to a woman because of a pregnancy or an anticipated or possible pregnancy, that woman has been discriminated against on the basis of sex. Sex discrimination is prohibited.

D, Sexual Harassment Is Sex Discrimination

Sexual harassment in the workplace, either in the form of direct sexual demands or threats related to employment advantages or disadvantages, or in the form of sexist attitudes or treatment that poisons a workplace atmosphere, constitutes sex discrimination and is prohibited. A workplace free of sexual discrimination is an employee's right. Ottawa South United Soccer Association, through its Board of Directors, is committed to ensuring that no sexual harassment occurs in any work-related exchange and any Ottawa South United Soccer Association sanctioned soccer programs and services. Any complaints concerning allegations of sexual harassment will be dealt with through the complaints process in Ottawa South United Soccer Association sexual harassment policy.

E. Special Programs

Employment discrimination involves distinctions that negatively impact on particular people or groups based on prohibited characteristics unrelated to the job. Where special programs make distinctions based on the same characteristics but which are intended to address past restrictions and expand employment opportunities, the program is remedial rather than one that perpetuates discrimination.

F. Employment Decisions Covered

All employment decisions made by Ottawa South United Soccer Association are covered by this policy. These decisions include but are not limited to: job advertising, recruitment, hiring, remuneration, benefits, availability of support services, availability of leave, professional opportunities and advancement. Any decisions made in any of these areas must be made on the basis of performance-based criteria such as qualifications, experience, and merit, rather than on stereotypes or any other discriminatory considerations.

IMPLEMENTATION

A. Recruitment

B. Interviewing

Recognizing that most human rights legislation prohibits making employment decisions on the basis of characteristics such as family status, sexual orientation, or religion, questions that even indirectly solicit such personal information are to be avoided by those interviewing for the firm.

Instead, open-ended questions that allow an applicant to offer what, if any, personal information that person feels is appropriate should be asked. The interviewer will outline Ottawa South United Soccer Association expectations and job description in some detail. Evaluation criteria will be carefully explained. The applicant will have an opportunity to explain why she or he is especially qualified for the job. The interview will focus on its intended purpose, which is to discover the most qualified candidate for the job. Where questions relating to personal commitment or future plans are necessary at an interview, all applicants will be asked identical questions.

Every applicant will be informed about Ottawa South United Soccer Association workplace equity policy, sexual harassment policy and any other relevant work-related policies at initial interviews.