



Lions Soccer Club and Academy: Harassment and Anti-Discrimination Policies

1 . Purpose:

Lions Soccer Club and Academy is committed to providing a safe and inclusive environment for all participants, including players, coaches, parents, and volunteers. This policy aims to prevent and address harassment and discrimination based on race, color, religion, sex, national origin, age, disability, sexual orientation, or any other protected status.

2. Definitions:

Harassment: Unwanted conduct, whether verbal, physical, or visual, that interferes with an individual's participation in soccer or creates an intimidating, hostile, or offensive environment.

Discrimination: Treating individuals unfairly or unequally based on their protected characteristics.

3. Scope:

These policies apply to all individuals associated with Lions Soccer Club and Academy, including but not limited to players, coaches, parents, spectators, officials, and volunteers.

4. Prohibited Conduct:

Harassment and discrimination in any form are strictly prohibited.

This includes, but is not limited to:

Verbal, physical, or written abuse.

Offensive jokes or comments.

Bullying or intimidation.

Retaliation against those reporting incidents.

5. Reporting Procedures:

Any individual who experiences or witnesses harassment or discrimination should promptly report the incident to a coach, staff member, or designated club official. Reports can be made anonymously if preferred.

6. Investigation and Resolution:

Lions Soccer Club and Academy will promptly and thoroughly investigate all reports of harassment or discrimination. Confidentiality will be maintained to the extent possible, and appropriate corrective actions will be taken if a violation is substantiated.

7. Non-Retaliation:

The club prohibits retaliation against any individual who reports harassment or discrimination or participates in an investigation.

8. Training and Education:

Lions Soccer Club and Academy will provide regular training and educational programs to promote awareness of harassment and discrimination and ensure compliance with these policies.

9. Compliance with CMSA Policies:

This policy is in accordance with the guidelines set forth by CMSA, and the club will adhere to any additional anti-discrimination and harassment policies mandated by CMSA.

10. Review and Updates:

These policies will be reviewed regularly and updated as necessary to ensure effectiveness and compliance.

11. Acknowledgment:

All members of Lions Soccer Club and Academy are required to acknowledge receipt and understanding of these policies.

