



Diversity, Equity, and Inclusion Policy

1. Introduction

The Lions Soccer Club and Academy is committed to creating and maintaining a diverse, equitable, and inclusive environment for all members, players, coaches, staff, and stakeholders. We believe that diversity in all its forms enriches our organization, fosters innovation, and contributes to the overall success of our mission.

2. Purpose

The purpose of this policy is to ensure that the Club actively promotes diversity, equity, and inclusion in all aspects of its operations, programs, and activities. We aim to create an environment where everyone feels valued, and respected and has an equal opportunity to contribute and succeed.

3. Scope

This policy applies to all members, including but not limited to players, coaches, staff, volunteers, and supporters associated with the Lions Soccer Club and Academy.

4. Principles

- a. **Respect for Diversity:** We celebrate and embrace diversity in all its forms, including but not limited to race, ethnicity, gender, age, sexual orientation, ability, religion, and socioeconomic background.
- b. **Equity:** The Club is committed to providing fair and equal opportunities for all members, ensuring no individual or group is unfairly disadvantaged.
- c. **Inclusion:** We actively work to create an inclusive environment where everyone feels a sense of belonging, regardless of their background.

5. Commitments

- a. **Recruitment and Retention:** The Club is dedicated to recruiting and retaining a diverse group of players, coaches, staff, and volunteers.
- b. **Education and Training:** We will provide education and training to our members to promote understanding, sensitivity, and awareness of diversity and inclusion.
- c. **Accessibility:** The Club will strive to make its programs, facilities, and communications accessible to all, removing barriers that may limit participation.
- d. **Non-Discrimination:** The Club has a zero-tolerance policy for discrimination, harassment, or bias. Any such behavior will be addressed promptly and appropriately.
- e. **Representation:** The Club will actively seek diverse representation at all levels of leadership and decision-making.

6. Implementation

This policy will be implemented through specific actions, programs, and initiatives to promote diversity, equity, and inclusion within the Club. The progress and effectiveness of these efforts will be regularly assessed and adjustments made as needed.

7. Reporting and Accountability

Members of the Club are encouraged to report any concerns related to diversity, equity, and inclusion. The Club will establish a process for addressing and resolving such reports in a timely and confidential manner.

8. Review and Revision

This policy will be reviewed regularly to ensure its continued relevance and effectiveness. Revisions will be made as necessary to align with the Club's evolving goals and the broader context of diversity, equity, and inclusion.