



Bryst Football Academy – Equity, Diversity, and Inclusion (EDI) Policy

In alignment with Canada Soccer's Safe Sport and EDI Framework

1. Purpose

Bryst Football Academy (“Bryst”) is committed to providing a safe, inclusive, and equitable environment where all participants—players, coaches, officials, staff, parents, and volunteers—are treated with dignity and respect.

This policy ensures that Bryst’s programs, services, and opportunities are accessible and free from discrimination, harassment, and barriers to participation, in accordance with the principles of **Canada Soccer’s Safe Sport Roster** and **Equity, Diversity, and Inclusion Guidelines**.

2. Scope

This policy applies to all members of Bryst, including but not limited to:

- Players and parents/guardians
- Coaches and technical staff
- Administrative and support staff
- Volunteers, officials, and board members
- Visitors and third-party service providers operating under Bryst programs

3. Definitions

Equity

Equity means fairness and justice in treatment, access, and opportunity.

At Bryst, equity recognizes that individuals have different needs and experiences. We commit to

removing barriers and providing the resources and support necessary for all participants to reach their full potential.

Diversity

Diversity refers to the presence of differences among people, including—but not limited to—differences in race, ethnicity, gender, age, sexual orientation, ability, religion, socio-economic background, and lived experiences.

Bryst values and celebrates these differences as strengths that enrich our community.

Inclusion

Inclusion is the active, intentional, and continuous effort to ensure that everyone feels welcomed, respected, supported, and valued.

An inclusive environment at Bryst means all voices are heard, and all participants have meaningful opportunities to contribute and succeed.

4. Commitment

Bryst commits to:

- Promoting equitable access to all programs and services.
- Creating an environment that embraces and reflects the diversity of our community.
- Ensuring all members feel included, safe, and respected.
- Responding promptly and effectively to incidents of discrimination, harassment, or exclusion.
- Aligning policies and practices with Canada Soccer's **Safe Sport Principles** and **Code of Conduct and Ethics**.

5. Reporting Discrimination or Harassment

Bryst encourages individuals to report any act of discrimination, harassment, bullying, or exclusion based on any protected ground (e.g., race, gender, disability, religion, etc.).

How to Report

1. Direct Report:

- Reports can be made verbally or in writing to the **Bryst Safe Sport Officer** or **Club Director**.
- If the concern involves one of these individuals, the report should be directed to an **independent third-party** designated by Bryst.

2. Email Reporting:

- Concerns can be submitted confidentially to: **belinda@brystsoccer.com**

What to Include

Reports should include, where possible:

- Name(s) of individuals involved
- Description of the incident(s)
- Date, time, and location of the incident(s)
- Any witnesses or supporting evidence

Bryst will handle all reports **confidentially**, sharing information only with those necessary to address the concern.

6. Complaint Management and Investigation Process

Step 1 – Intake and Acknowledgement

- Upon receipt of a report, the Safe Sport Officer or designated official will acknowledge the complaint within **3 business days**.
- The complainant will be informed of the next steps and available supports.

Step 2 – Preliminary Review

- The Safe Sport Officer determines whether the issue falls under this policy and if an investigation is warranted.
- Immediate protective measures may be implemented if required (e.g., temporary reassignment, suspension).

Step 3 – Formal Investigation

- A qualified, impartial investigator (internal or external) will gather statements, review evidence, and interview parties involved.
- Both complainant and respondent will be treated with fairness and respect.

Step 4 – Findings and Decision

- Upon completion, the investigator submits a report with findings and recommendations to the Club Director or Board-designated committee.
- A decision will be rendered within **30 days** of the investigation's completion.

Step 5 – Communication and Follow-Up

- Both parties will receive written notification of the outcome and any corrective actions.
- Support resources will be offered to all involved parties.

- Systemic issues identified will inform future training and policy review.

7. Consequences

Confirmed violations of this policy may result in one or more of the following:

- Education or coaching on inclusive conduct
- Verbal or written warning
- Suspension or removal from specific duties or roles
- Termination of employment or volunteer position
- Revocation of membership or participation privileges
- Referral to external authorities where applicable

All disciplinary actions will align with Bryst **Code of Conduct**, **Safe Sport Policy**, and **Canada Soccer Disciplinary Framework**.

8. Training Requirements

Bryst requires the following EDI and Safe Sport education for all personnel:

Role	Training Requirement	Frequency
All Coaches & Technical Staff	Respect in Sport for Activity Leaders; Canada Soccer Safe Sport eLearning; Unconscious Bias & Inclusive Coaching	As required
Administrative Staff & Volunteers	Respect in the Workplace; Diversity & Inclusion Fundamentals	As required
Board Members	Governance & Equity Workshop (Canada Soccer or equivalent)	As required
Players & Parents (recommended)	Bryst “Creating Inclusive Teams” Orientation	Start of each season

9. Review and Continuous Improvement

- This policy will be reviewed **annually** or as required to remain consistent with Canada Soccer’s evolving standards and legislation.
- Bryst will collect feedback from members and staff to identify areas for improvement and track progress toward EDI goals.

10. Related Policies

- Bryst **Code of Conduct and Ethics**
- Bryst **Rule of Two Guidelines**
- Bryst **Safe Sport and Reporting Policy**
- Canada Soccer **Safe Sport Roster and EDI Framework**

11. Contact Information

For questions, guidance, or to report a concern, contact: **belinda@brystsoccer.com**
(Designated Safe Sport Officer)