



Mississippi Mills United

257 King Street
Carleton Place, ON
office@mmu.soccer

September 1, 2026

Equity, Diversity and Inclusion Policy

Purpose and Commitment

MMU is committed to a soccer environment in which people of all abilities and backgrounds are welcomed, respected, supported and provided equitable opportunities to participate. Discrimination, harassment, bullying and retaliation are not tolerated.

Definitions

Equity means identifying and reducing avoidable barriers so people can access fair opportunities and support. Diversity means the presence and recognition of differences in identity, background, experience, ability and perspective. Inclusion means creating an environment in which people are welcomed, respected, able to participate meaningfully and experience a sense of belonging.

Equal Opportunity and Non-Discrimination

MMU will not discriminate on grounds protected by the Ontario Human Rights Code, including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender

expression, age, marital status, family status and disability, or on other protected grounds applicable by law.

Accessibility, Inclusion and Cultural Accommodation

MMU recognizes that participants may have cultural, religious, language, accessibility or other needs affecting participation. The Club will make reasonable efforts to accommodate such needs where practical and consistent with participant safety, applicable soccer rules and program requirements. Coaches are expected to treat cultural differences with respect and sensitivity and to adapt communication and activities appropriately where reasonable.

Program and Community Considerations

MMU will consider the demographics and needs of the communities it serves when developing programs, partnerships and outreach. The Club will seek opportunities to reduce financial, cultural, accessibility and other barriers and to improve participation among groups that are underrepresented in soccer.

Consultation and Continuous Improvement

MMU will seek feedback from participants, families, coaches, volunteers and community partners, including people with diverse backgrounds and lived experiences, when reviewing this Policy and when developing relevant inclusion initiatives. Feedback may be provided to office@mmu.soccer.

Training and Responsibilities

Board members, staff, coaches and volunteers will be provided with and, where designated by MMU, required to complete education appropriate to their roles on equity, inclusion, respectful conduct, accessibility, cultural sensitivity and/or Safe Sport. Leaders are responsible for modelling inclusive behaviour and responding appropriately to concerns.

Reporting and Complaint Handling

Concerns about discrimination, harassment, exclusion or retaliation may be reported to office@mmu.soccer. Reports should include available factual information. MMU will acknowledge the concern, determine an appropriate reviewer, provide affected persons a fair opportunity to be heard, document findings and determine appropriate corrective or disciplinary action. MMU will maintain confidentiality to the extent reasonably possible and will not tolerate retaliation against a person who raises or participates in a complaint in good faith.

Accessibility and Publication

This Policy will be publicly available through the MMU website. MMU will make reasonable efforts to provide the Policy in an accessible format upon request.