



PORTUGUESE CLUB OF LONDON

Accessibility, Equality, and Inclusion Policy

The Portuguese Club of London (PCL) aims to ensure accessibility, fairness, and respect in all aspects of our Club.

PCL is responsible for setting standards and values to apply throughout the club at every level. Soccer belongs to and should be enjoyed by anyone who wants to participate in it. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, or ability or disability; to advance programs and partnerships that reduce barriers to participation; and to encourage equal opportunities. This policy is fully supported by the Club Directors who are responsible for its implementation.

PCL, in all its activities, will not discriminate or in any way treat anyone less on grounds of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, or ability or disability.

PCL will ensure that all members and affiliates treat people fairly, with respect, and will provide access and opportunities for all members for all members of the community to take part in, and enjoy its activities.

PCL will not tolerate harassment, bullying, abuse or victimizing of any individual, which for the purposes of this policy and the actions and sanctions applicable, is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behavior, whether physical or verbal.

PCL is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the Declaration of Expectations for Fairness in Sport (the London Declaration) 2001, Canadian Human Rights Act 1985 and Employment Equity Act 1995 as well as any amendments to these acts and any new legislation.

Accessibility for Ontarians with Disabilities Act (AODA)

As enacted by the Ontario Government, the Accessibility for Ontarians with Disabilities Act¹ (AODA) has been put in place to ensure accessibility for Ontarians with disabilities in an attempt to make Ontario more accessible by 2025. The purpose of this Policy is to establish Operational Procedures for governing the provisions of the Portuguese Club of London's goods and services to persons with disabilities.

¹ www.aoda.ca



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Providing Goods and Services to People with Disabilities

PCL is committed to serving all customers including persons with disabilities and/or challenges.

Assistive Devices

PCL will ensure that staff are trained and familiar with various assistive devices that may be used by customers with disabilities/challenges while accessing the goods and services of our organization.

Communication

PCL will communicate with persons with disabilities/challenges in ways that take into consideration their disabilities/challenge and that preserves their independence and dignity.

Service Animals

PCL welcomes persons with disabilities/challenges and their service animals. Service animals are allowed on the premises. Service animals may be restricted in the case where there are conflicting obligations to accommodate on the basis of disability. In any such case, the Club will determine the most appropriate accommodation.

Support Persons

A person with a disability who is accompanied by a support person will be allowed to have that person accompany them on our premises. Fees for support persons will be at the discretion of The Club according to the event/activity or service.

Please refer to the following resources for more information.

Accessibility for Ontarians with Disabilities Act, 2005

<http://www.mcsc.gov.on.ca/en/mcsc/programs/accessibility/OntarioAccessibilityLaw/2005/index.aspx>

Ontario Human Rights

<http://www.ohrc.on.ca/en/issues/disability>