



## **Forza Soccer Academy Cultural Sensitivity Policy**

At Forza Soccer Academy, we highly value the power of diversity and the contributions that people of various cultures bring to our organization. We are committed to promoting cultural sensitivity and inclusivity among our coaches and players. In line with this commitment, coaches are expected to adhere to the following responsibilities:

1. **Respect:** Treat every individual with respect, irrespective of their age, race, gender, ability, cultural background, sexuality, or religion.
2. **Zero Tolerance for Abusive Behavior:** Coaches must not tolerate any form of abusive, bullying, or threatening behavior towards players or other members of the organization.

In addition, we ask all coaches to follow our 10-step action plan for enhancing cultural sensitivity:

1. **Personal Connection:** Initiate meaningful interactions with each player to understand their backgrounds and experiences better.
2. **Cultural Respect:** Demonstrate respect for their cultures, languages, and traditions.
3. **Correct Pronunciation:** Make an effort to learn and correctly pronounce players' names.
4. **Sensitivity to Origin:** Be considerate of others' feelings regarding their homeland or cultural heritage.
5. **Effective Communication:** Speak slowly and clearly, and if necessary, seek assistance from a coach or parent for translation.
6. **Be Authentic:** Be yourself, and avoid stereotyping or assuming cultural norms.
7. **Active Listening:** Take the time to actively listen to players' perspectives and experiences.
8. **Manage Expectations:** Do not make promises that cannot be fulfilled or commitments that may not be culturally appropriate.
9. **Genuine Care:** Communicate with all players in a genuine and caring manner.
10. **Avoid Judgments:** Refrain from using cultural differences as a basis for criticism or judgments.