



ACCESSIBILITY, EQUITY AND INCLUSION POLICY

Purpose

Forza Soccer Academy is committed to providing an accessible, inclusive, welcoming, and safe soccer environment in which participants, coaches, volunteers, families, and staff can experience belonging and respect.

The Academy recognizes that people enter soccer with different identities, backgrounds, abilities, experiences, financial circumstances, and access needs. Inclusion is therefore treated as an ongoing organizational responsibility rather than a single program or event.

Our Commitments

- Treat participants with dignity and respect and support participation without discrimination.
- Use inclusive language and imagery in organizational communications and public-facing materials.
- Respect participants' names, pronouns, cultural backgrounds, religious practices, gender identity and expression, and individual circumstances.
- Work with participants and families to identify reasonable ways to reduce barriers to participation, while maintaining participant safety and appropriate program standards.
- Support uniforms, attire, and participation practices that respect individual identity, culture, and religious observance where these can be accommodated safely.
- Encourage participant and family feedback so that barriers, concerns, and opportunities for improvement can be identified and addressed.
- Maintain coaching and conduct expectations that support belonging, safety, respectful relationships, and equitable participation.

Accessibility and Participation

Forza Soccer Academy seeks to make its programs and organizational practices as accessible as reasonably possible. Where a participant or family identifies a barrier, the Academy will consider practical accommodations, program adaptations, communication supports, financial-support mechanisms, or referrals to community resources as appropriate.

Accessibility does not require identical experiences for every participant. The goal is equitable access to meaningful participation within the Academy's capacity, program structure, and safety responsibilities.

Responsibility

The Board of Directors, Executive Director, Technical Director, coaches, staff, and volunteers share responsibility for supporting this policy within their respective roles. Concerns related to discrimination, harassment, bullying, exclusion, or participant safety are addressed through Forza Soccer Academy's applicable conduct, safeguarding, and reporting procedures.

Forza Soccer Academy