



CULTURAL SENSITIVITY AND INCLUSIVE COACHING POLICY

Purpose

Forza Soccer Academy values the contributions that people from different cultures, communities, identities, and backgrounds bring to soccer. Coaches and team personnel are expected to create training environments that are respectful, culturally responsive, and welcoming.

Core Expectations for Coaches

- Treat every participant with respect regardless of age, race, ethnicity, gender, ability, cultural background, sexual orientation, religion, language, or other personal characteristics.
- Do not tolerate abusive, bullying, discriminatory, threatening, or demeaning behaviour.
- Avoid stereotypes and assumptions about participants, families, cultures, or communities.
- Use communication approaches that support understanding, including clear language and appropriate assistance from a parent, guardian, coach, or other support person when needed.
- Consider cultural and religious practices when planning activities and communicate with families when accommodation may be required.
- Ensure activities remain participant-centred, developmentally appropriate, and consistent with Forza's safety and inclusion expectations.

Inclusive Coaching Practices

- Personal connection: build appropriate relationships with players and learn about the experiences and needs they choose to share.
- Cultural respect: demonstrate respect for cultures, languages, traditions, and family practices.
- Names: make a genuine effort to learn and correctly pronounce participants' names.
- Sensitivity to origin: be considerate when discussing homeland, migration, cultural heritage, conflict, or other potentially sensitive experiences.
- Active listening: listen to participants and families rather than assuming their needs or perspectives.
- Authenticity: communicate genuinely while avoiding tokenism, stereotyping, or treating one participant as representative of a group.
- Realistic commitments: do not make promises or commitments that cannot be fulfilled.
- Care and dignity: communicate in ways that preserve participants' dignity, confidence, and sense of belonging.
- Non-judgment: do not use cultural differences as a basis for criticism or negative assumptions.
- Reflection: seek guidance from the Technical Director when a cultural, accessibility, or inclusion question requires additional support.

Application

This policy applies to Forza Soccer Academy coaches, staff, team personnel, and volunteers in training, competition, tournaments, meetings, travel, communications, and other Academy activities.