



CALGARY WEST FOOTBALL CLUB

EMPOWERING POTENTIAL, FORMING FUTURES

Calgary West Soccer Club
The UPS Store

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CWFC Bullying Policy

CWFC is committed to providing players with a fun, positive, and secure environment in which to learn and enjoy the beautiful game. We do not tolerate bullying at any practice, game, or other CWFC-sanctioned events. We will promote a TELLING atmosphere. This means that anyone who knows that bullying is taking place is expected to report the incident. Players and parents should be assured that they will be supported when bullying is reported.

Definition of Bullying

Bullying is defined as conduct, gestures, or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to a player, group of players, and/or teammates, and which create a hostile or intimidating environment, or which negatively affects a player's physical and/or emotional well-being. Bullying is any written, verbal or physical act, or any electronic communication, whether it is a single incident or a series of incidents that results in intentional pain and distress to the victim.

Signs and Symptoms

A child may indicate he or she is being bullied through various signs and symptoms. While some children are prone to report bullying to their parents, coaches, or adults, others will not, due to fear, intimidation, or other factors. Coaches and parents should be aware of possible signs indicating that bullying may be taking place. These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures for Parents, Coaches, and the Executive Director

1. Parents should report bullying incidents to the team coach or manager. If the problem persists, reach out to CWFC's Director of Coaching or the Executive Director of Soccer Operations. If necessary and appropriate, police may be consulted.
2. In all cases of reported bullying, the parents of the player who was bullied shall be informed immediately and may be asked to meet

with the respective team coach and/or coaching director to discuss the incident. In all cases, strict confidentiality shall be maintained. It is not our goal to make a public example of reported incidents.

3. The negative behaviour must be investigated and the bullying stopped immediately. The parents of any player who is reported to be bullying will be contacted immediately by the respective team coach, coaching director, or CWFC's Executive Director of Soccer Operations and asked to meet to discuss the incident to help the bully or bullies change their behaviour.

Consequences of Bullying

1. In a first-offense situation involving bullying, an attempt will be made to encourage the bully (or bullies) to modify their behavior for their benefit, for the benefit of the person bullied, and for the team. An attempt will be made by the coach, manager, or parent(s) to reconcile the situation between players (age and level of maturity and or severity of offense must be considered).
2. If the bullying persists, disciplinary action against a player may be taken by the team coach and/or CWFC's Executive Director of Soccer Operations which may include, but is not limited to, immediate suspension from participation in practices or game(s) for a period of time.
3. After the incident/incidents have been investigated and addressed, the situation will continue to be monitored by the respective team coach, team manager, and players' parents to ensure the problem is resolved.



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Reporting Requirements

All staff and volunteers must report suspected child sexual abuse, inappropriate behaviour or incidents that they become aware of, whether the behaviour or incidents were personally witnessed or not.

Where to report:

1. All allegations or suspicions of potentially illegal behaviour (for example, child sexual abuse) that a staff/volunteer witnesses first-hand, must be promptly reported to police and/or child welfare.

CWSC Code of Conduct to Protect Children

2. To ensure the protection of all children in our care, all allegations or suspicions of potentially illegal behaviour that a staff/volunteer learns of must also be promptly reported to police and/or child welfare. Police and/or child welfare will make the determination as to whether the allegation or suspicion requires further investigation.

3. All allegations or suspicions of inappropriate behaviour (see above examples), that a staff/volunteer learns of or witnesses first-hand, must be reported to the designated person of the Board of the CWSC.

Keep in mind that you may learn of potentially illegal or inappropriate behaviour through the child or some other third party, or you may witness it first-hand. Examples of the type behaviour you may learn of or witness and that you must report as set out above includes:

1. Potentially Illegal behaviour by an CWSC Staff/Volunteer

2. Potential Illegal behaviour by a third party, such as a Parent, Teacher, Babysitter, Coach

If you are not sure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, discuss the issue with the designated person on the Board of the CWSC who will support you through the process. Remember: You have an independent duty to report all suspicions of potentially illegal behaviour directly to police and/or child welfare.



Accessibility, Equity, Diversity and Inclusion Policy

Introduction

CMSA is committed to taking all reasonable steps to promote and support accessibility, diversity, equity and inclusion in youth soccer in Calgary. CMSA will support and maintain procedures related to this policy to ensure the inclusion of all registrants regardless of national origin, colour, religion, socioeconomic status, geographic location, physical ability, disabilities, sexual orientation, gender, etc. to the game of soccer in Calgary.

Scope

This policy applies to all employees, directors, officers, volunteers, coaches, athletes, officials, administrators, members, and participants involved with the CMSA.

Definitions

The following terms have these meanings within this policy:

- **Accessibility** means the ability to access programming for people with disabilities.
- **Diversity** means the inclusion of individuals representing more than one national origin, colour, religion, socioeconomic status, geographic location, physical ability, sexual orientation, etc.
- **Equity** means the fair allocation of resources, programs, and decision making to all individuals without discrimination on the basis of gender identity.
- **Inclusion** means equal access to opportunities and resources for people who might otherwise be excluded or marginalized.

Commitment

CMSA is committed to creating an environment that encourages:

1. The participation of all interested individuals in all aspects of youth soccer in Calgary.
2. The equal provision of opportunity and resources.
3. An environment that is welcoming for any interested participant, whether as a player, coach, referee, administrator, employee, or spectator.
4. Accessible programming that focuses on an opportunity for all players to discover soccer, develop skills, and build friendships as part of a team.



Accessibility, Equity, Diversity and Inclusion Policy

CMSA will:

1. Ensure that the achievement for equal opportunities is a key consideration when developing, updating, or delivering CMSA programs, policies, facilities and projects.
2. Ensure that the concerns and needs of all participants are identified, promoted, and supported.
3. Ensure that CMSA's governance structure encourages and promotes the full and equal participation of all participants.
4. Ensure that its programs and activities welcome a diverse range of participants.
5. Seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization.
6. Ensure that a diverse range of participants are portrayed equitably in promotional materials and official publications.
7. Offer a variety of methods of communication and interact with people with Disabilities in ways that consider their Disability.
8. Understand that the key to being a diverse organization is to be inclusive of all strategies, plans, and actions of CMSA whether they relate to technical programs, operations, business management, sponsorship, marketing, media, or communications. CMSA resolves to incorporate diversity concerns in its operations, activities, and partnerships on a continuing basis.



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Barriers To Participate

CWFC currently has a few measures in place to reduce the barriers to participate in sport

- 1.) Free Girls Soccer Programs**
 - a. Free Girls Grassroots Soccer 2014 Born & Younger**
 - b. Free High-Performance Girls Soccer Academy**
- 2.) We work with KidSport and currently help multiple players within our organization make soccer more affordable.**
- 3.) Flexible Payment Plans**
- 4.) All players get given jerseys, practice shirts & socks free of charge**
- 5.) Free summer camps for CWFC Players**
- 6.) Youth coach volunteer program.**



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Culturally sensitive and programs include culturally appropriate activities

To create a soccer environment that is engaging and accessible for all of your participants you should consider:

- **Assess your own behaviour** - Where are you on the Cultural Competency Continuum? What are your own biases about others? If you have players with cultures different than your own, you must be sensitive to those differences. To do that you must first be aware of how you currently act.
- **Get to know your players** - As a coach, you cannot create a culturally responsive environment if you don't take the time to get to know your players. Do your research - talk to others who know or go online if you must. If there is a player who has recently immigrated from another country, for example, sit down with them to ask if there were any activities or traditions they enjoyed at school or in sports in their home country.
- **Make your soccer environment a judgment-free zone** - Players must be able to look at situations regarding culture with an unbiased opinion and be comfortable asking questions to further their understanding. If a conversation arises about a current event or behavior, welcome a discussion. But be sure the conversation is directed towards learning, not criticizing. Promote players valuing differences by encouraging them to speak up and ask questions when they are curious.
- **Adapt your coaching** - Culturally responsive coaching is a player-centred approach. Are there any activities/exercises/games you use that do not benefit all of your players? What activities/exercises/games seem to engage all players and get them participating enthusiastically? In education, research has shown that students are more engaged in learning and learn more effectively when the knowledge and skills taught are presented within the context of their own experiences and cultural frames of reference.
- **Coach for all cultures** - Make sure your language and actions touch on the various cultures that make up the players you coach. Even if your players represent more of a monoculture, bring in videos and stories that reflect the multicultural nature of the game of soccer. Use those videos and stories to teach your players how to become culturally sensitive.

As a coach, it is not enough to teach players the basic skills or the x's and o's of soccer. You must help your players learn to be aware of and tolerant towards the diversity that exists in the world.



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Engaging Underrepresented Groups & Reducing Barriers to Participation

In 2023, CWFC took an initiative to connect with the local community by organizing two free summer camps for players of all abilities and ages. Additionally, we committed to attending community association events in the areas where we train to run free soccer sessions during these week-long events. In 2023, we attended the Hawkwood Harvest Festival, Tuscany Community Association Market, and Bearspaw Community Summer Festival.

Furthermore, in the upcoming stages of 2023, we have committed to attending two local European markets where we will conduct technical sessions for children during the market.

CWFC is also on the verge of finalizing a partnership with a local community school in Silver Springs to run a free soccer program to educate players and teachers on the sport of soccer.

