

## **OFSAA Anti-Racism Policy**

A portion of this policy is informed by the Anti-Racism in Sport Campaign's research findings, the Canadian Women & Sport Gender Equity Policy template, and other resources.

### **POLICY AND ACTIONS ON ANTI-RACISM**

#### **1. INTRODUCTION**

Ontario Federation of School Athletic Associations (OFSAA) mission is to enrich all individuals in the school community by providing opportunities for overall health, personal growth, and education through school sport. As an educational community we have a responsibility to identify and describe racism and oppression and then work to dismantle it. OFSAA is committed to disrupting systemic racism and oppression in all of its forms while being fully transparent and accountable to all OFSAA student-athletes, teacher-coaches and members of the school sport community in an ongoing manner.

#### **2. PURPOSE**

The main objective of OFSAA's Anti-Racism Policy is to maintain responsible behaviour and the making of informed decisions by members and other participants within OFSAA. It outlines our commitment to a member's right to be treated with respect and dignity, and to be safe and protected from racism, discrimination, harassment, and abuse. Our policy informs everyone involved with OFSAA understands their legal and ethical rights and responsibilities and the standards of behaviour that are expected of them.

#### **3. EXTENT OF OUR POLICY**

This policy applies to everyone involved in the activities of OFSAA whether they are in a paid or unpaid/voluntary capacity. The policy covers all matters directly and indirectly related to OFSAA and its activities. In particular, the policy governs breaches of OFSAA's Rules of Behaviour and participant behaviour that occurs during OFSAA events.

#### **4. FEDERATION RESPONSIBILITIES**

OFSAA will:

- adopt, implement and comply with this policy;
- ensure that this policy is enforceable;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;
- address any complaints made under this policy in an appropriate manner;

- address any breaches of this policy in an appropriate manner;
- recognize and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to all people whom this policy applies; and
- review this policy every school year

## **5. INDIVIDUAL RESPONSIBILITIES**

Everyone attending an OFSAA event must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- treat other people with respect;
- be responsible and accountable for their behaviour; and
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible racism, discrimination, harassment, bullying or other inappropriate behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

## **6. RACISM, DISCRIMINATION, and HARASSMENT**

OFSAA is committed to providing an environment in which all people are treated fairly and equitably and that is, as far as practicable, free from all forms of racism, discrimination, and harassment. We recognize that people may not be able to feel safe and/or enjoy themselves or perform at their best if they are treated unfairly, discriminated against, and/or harassed. As leaders in the school sport community, OFSAA will continue to listen, learn and collaborate on how school sport can be more inclusive. We are committed to creating a more equitable and inclusive educational environment where race, religion, gender identity, sexuality and ability do not serve as barriers to participation.

## **7. RESPONDING TO COMPLAINTS**

OFSAA takes all complaints about racism on and off the field of play seriously.

All matters referred to the Sanctions Committee must be accompanied by the Sanctions Reporting form. The Sanctions Committee receives and adjudicates reports regarding violations of the Federation's articles, by-laws, regulations, playing regulations, and policies and/or matters that discredit the aims, objectives, and values espoused by the Federation. The initial form will be sent to OFSAA following an incident. Then, the report will be sent by OFSAA to: the principal of the school, the Sanctions Committee, the OFSAA Executive Director, the convenor of the event in question, and the Association Representatives of the accused.