



ANTI-DISCRIMINATION POLICY

1. Policy Statement

Fairmount Soccer Association (FSA) prohibits discrimination, harassment, intimidation, or bullying, as defined by this policy, against or by players, volunteer and paid staff, or participants (including spectators), at any FSA-sponsored or approved event.

Additionally, FSA has zero tolerance for discrimination, harassment, intimidation, or bullying, as defined by this policy, by non-FSA affiliated individuals against or by players and volunteer and paid staff at any event in which FSA players are participating. This includes, but is not limited to, all on-site or off-site league games, tournaments, scrimmages, or other competitive team event.

2. Anti-Racism Statement

Fairmount Soccer Association (FSA) stands against racism and inequality and stands with those dedicated to eradicating racial disparities. We believe that diversity and respect for all are key strengths of our soccer community. We ask that all members of our community speak out when confronted with racist language or behavior on and off the field. We strive to foster diversity by offering a welcoming and supportive environment for all players, coaches, officials, and families, regardless of background.

3. Definitions

a. "Discrimination" means any act that has the purpose or effect of unreasonably differentiating in treatment, based on disability, race, color, gender, national origin, ethnicity, sexual orientation, age, religion, marital status, socioeconomic status, cultural background, familial status, physical characteristics, or linguistic characteristics of a national origin group.

b. "Harassment" means unwanted behavior of a nonverbal, verbal, written, graphic, sexual, or physical nature that is directed at an individual or group of players based on disability, race, color, gender, national origin, ethnicity, sexual orientation, age, religion, marital status, socioeconomic status, cultural background, familial status, physical characteristic, or linguistic characteristics of a national origin group.

c. "Intimidation or bullying" means any act that substantially interferes with a player's ability to attend practices, play in games, or otherwise participate in the sport of soccer within FSA's programs or FSA hosted events.

4. Notification

FSA and non-FSA players, staff, and other participants at FSA-hosted events will follow written policy to ensure that players are not discriminated against, harassed, intimidated, or bullied based on disability, race, color, gender, national origin, ethnicity, sexual orientation, age, religion, marital status,



FAIRMOUNT SOCCER ASSOCIATION

www.fairmountsoccer.org

P.O. Box 42844

Philadelphia, PA 19101

socioeconomic status, cultural background, familial status, physical characteristic, or linguistic characteristics of a national origin group, with regard to the following: providing reasonable access to all FSA practices, games, registration events and ensuring that all players have a safe environment to engage in FSA events.

FSA will ask coaches and/or team managers to discuss this policy with in-house and travel players before the start of each soccer season. Coaches and/or team managers should make it clear to players that our responses are not to be treated lightly, that an instance of abuse must be unmistakable, but that we are empowering them to be the judges of whether they have been the target of abuse and that we back them fully. Team managers will ensure that the policy has been discussed with every team player and parent.

FSA will notify all participants about this policy before all FSA hosted events.

5. Procedures

What should a player, staff, or other participant at FSA hosted event do if they become a target of racial or other forms of abuse or observes such an incident?

- a. In-game: if a player is the target of racial or other forms of abuse during a game, gameplay should immediately stop, even if the ball is in play and nearby, and the player should immediately notify the referee and their coach. The affected coach or coach of the affected player should immediately contact FSA leadership by emailing info@fairmountsoccer.org and calling the FSA President, FSA Executive Director, and/or individual designated by the FSA Board specific to the event.
- b. Other: if a player, staff, or participant is the target of racial or other forms of abuse, please immediately contact FSA leadership by emailing info@fairmountsoccer.org and calling the FSA President and FSA Executive Director.
- c. For FSA hosted tournaments, the affected coach or participant must notify the tournament director. The tournament director and/or their designees will investigate the incident. FSA reserves the right to remove any player, coach, and/or team from the field and at which point the status of the game will be at the discretion of the tournament director.

What should a player, staff, or other participant at a non-FSA hosted event do if they become a target of racial or other forms of abuse or observes such an incident?

- d. In-game: if a player is the target of racial or other forms of abuse during a game taking place at an away field, gameplay should immediately stop, even if the ball is in play and nearby, and the player should immediately notify the referee and their coach. Upon confirming that abuse has occurred, the coach shall inform the referee that FSA will not continue playing the game. The affected coach should immediately contact FSA leadership by emailing info@fairmountsoccer.org and calling the FSA President, FSA Executive Director, and/or individual designated by the FSA Board for that season.



FAIRMOUNT SOCCER ASSOCIATION

www.fairmountsoccer.org

P.O. Box 42844

Philadelphia, PA 19101

- e. Other: if a player, staff, or participant is the target of racial or other forms of abuse, please immediately contact FSA leadership by emailing info@fairmountsoccer.org and calling the FSA President and FSA Executive Director.