

Tri-Star Youth Football League Anti-Discrimination Policy

Purpose:

Tri-Star Youth Football League is committed to providing an inclusive, equitable, and welcoming environment for all participants. This policy outlines our stance against discrimination in any form and affirms our dedication to creating a supportive community where all individuals are treated with respect and dignity, regardless of their race, color, national origin, gender, gender identity, sexual orientation, religion, age, disability, or any other characteristic protected by law.

Scope:

This policy applies to all individuals associated with the Tri-Star Youth Football League, including players, coaches, staff, volunteers, parents, spectators, and any other participants involved in league activities, events, or communications.

Definition of Discrimination:

Discrimination refers to unfair or unequal treatment of individuals or groups based on a protected characteristic, such as race, ethnicity, gender, sexual orientation, religion, disability, or any other personal attribute. This can occur in various forms, including but not limited to:

Exclusion from activities or opportunities.

Unfair treatment in decision-making processes (such as selection for teams or roles).

Harassment or hostility toward an individual or group based on their identity or characteristics.

Denial of rights or privileges based on any protected category.

Examples of Prohibited Discriminatory Conduct:

Denying participation in league activities based on race, gender, or disability.

Unfairly selecting or excluding individuals from teams or positions based on protected characteristics.

Making derogatory comments or jokes based on someone's appearance, background, gender, or abilities.

Failing to provide reasonable accommodations for players or staff with disabilities.

Creating an environment that is hostile, intimidating, or exclusionary due to personal characteristics.

Commitment to Equal Opportunity:

Tri-Star Youth Football League is committed to ensuring that:

All participants are given equal opportunities to join teams, compete, and access league benefits, without regard to their race, color, national origin, gender, gender identity, sexual orientation, religion, age, or disability.

The league actively works to foster an environment that encourages diversity and inclusivity in all aspects of the program.

No participant will be excluded or discriminated against based on any characteristic protected by law.

Reporting Discrimination:

If any participant experiences or witnesses' discriminatory behavior, it should be reported immediately to one of the following individuals:

Head Coach

Assistant Coach

League Commissioner

Team Parent Liaison

League President

League Board

Executive Board

Reports can be made in person, via email, or by phone. All complaints of discrimination will be addressed promptly and confidentially, to the extent possible, while ensuring a thorough investigation.

Investigation and Consequences:

All reports of discrimination will be taken seriously and investigated in a fair and unbiased manner. If discrimination is substantiated, the Tri-Star Youth Football League will take appropriate action, which may include:

Educational or sensitivity training for the individuals involved.

Verbal or written warnings.

Suspension or removal from league activities or games.

Permanent expulsion from the league in cases of serious or repeated discriminatory actions.

The severity of the consequences will depend on the nature of the discriminatory conduct and the circumstances surrounding the incident.

Retaliation:

Retaliation against any individual who reports discrimination, participates in an investigation, or speaks out against discriminatory practices is strictly prohibited. Anyone found to be engaging in retaliatory behavior will face disciplinary action, which may include removal from the league.

Promoting Inclusion and Respect:

Tri-Star Youth Football League values diversity and strives to promote an inclusive atmosphere where all participants feel valued and supported. We encourage everyone in the league to:

Celebrate differences and embrace diversity.

Engage in respectful behavior towards others.

Educate themselves and others about the importance of inclusion and equity in sports.

Training and Awareness:

Tri-Star Youth Football League encourages every league to provide training and resources for coaches, volunteers, and staff to ensure they understand the league's commitment to non-discrimination and to help them identify and address discriminatory behavior. Additionally, players and parents will be informed of the league's expectations regarding respectful behavior and equal opportunity.

Acknowledgment:

By participating in the Tri-Star Youth Football League, all individuals" including players, coaches, volunteers, and parents" acknowledge and agree to uphold this Anti-Discrimination Policy and to contribute to a positive and inclusive league environment.

This policy provides a framework for preventing and addressing discrimination in the league. It's important to ensure that all participants feel safe, included, and respected, and that any form of discrimination is promptly addressed with appropriate actions.