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**Canada Soccer**

**Code of Conduct and Ethics**

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**1 Definitions**

**The following terms have these meanings in this Code:**

**“Officials”** means anyone, with the exception of players, performing an activity connected withCanada Soccer, regardless of title, the type of activity (administrative, sporting or any other) andthe duration of the activity. It includes, but is not limited to, all Directors, Officers, committeemembers, Judicial Body members, coaches, trainers, referees, assistant referees, fourth officials,match commissioners, referee inspectors, diversity officers, persons in charge of safety, and anyother person responsible for technical, medical and/or administrative matters in Canada Soccer,as well as all other persons obliged to comply with the Canada Soccer By-laws.

**“Staff”** means any paid or volunteer person in a permanent or temporary position.

**“Team Personnel”** includes, but is not limited to, coaches, assistant coaches, guest coaches, managers, gender representatives, heads of delegation, medical or other personnel in a positionof influence on the athletes.

**2 Purpose**

i. The purpose of the Canada Soccer Code of Conduct and Ethics (hereinafter referred to as theCode) is to ensure a safe and positive environment (within Canada Soccer’s programs, activities,and events) by making individuals aware that there is an expectation, at all times, ofappropriate behaviour consistent with Canada Soccer’s core values. Canada Soccer supportsequal opportunity, prohibits discriminatory practices, and is committed to providing anenvironment in which all individuals are treated with respect.

ii. This Code is not intended to specifically outline every instance of misconduct. Misconduct that isnot in line with the values of Canada Soccer or with the purpose of this Code may still constitutea breach of the Code and be subject to sanctions even though not specifically included in theCode.

**3 Application of this Code**

This Code applies to Officials, Athlete Members, Life Members, players and individuals employed orengaged by Canada Soccer. The Code also applies to the Directors of the Provincial / Territorial Association Members, ProfessionalClub Members or League Members or any other individuals who perform duties on behalf of theseMembers when the Members are engaged in soccer-related activities sanctioned by Canada Soccer.This Code focuses on the conduct of actions on and off the field of play. Any breach of this Code will beaddressed as described in the Canada Soccer Disciplinary Code.



**4 Responsibilities**

**All parties referred to in Section 3 have a responsibility to:**

i. Comply, at all times, with the Canada Soccer By-laws, Rules and Regulations, policies, proceduresand directives.

ii. Work in a spirit of partnership to collaborate with Canada Soccer and all its Members andstakeholders to align efforts to achieve the Mission of Canada Soccer.

iii. Resolve conflicts in a professional and civil manner on issues that may be in dispute.

iv. Maintain and enhance the dignity and self-esteem of Canada Soccer Members and otherindividuals by:

a) Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, inability, family status, marital status, gender identity, gender expression, sex, and sexualorientation;

b) Directing comments or criticism appropriately and avoiding public criticism of Members;

c) Consistently demonstrating the spirit of fair play, sport leadership, and ethical conduct;

d) Consistently treating individuals fairly and reasonably;

e) Adhering to the FIFA Laws of the Game;

f) Demonstrating respect for the principle of fair play, which include:

• Respect for both the letter and spirit of the rules;

• Respect for referees and their decisions;

• Respect for opponents, including modesty in victory and composure in defeat;

• Facilitation of access to sport; and

• Maintenance of self-control at all times.

g) Refraining from the use of power or authority in an attempt to coerce another person toengage in inappropriate activities;

h) Promoting the sport in the most constructive and positive manner possible;



**4 Responsibilities**

**All parties referred to in Section 3 have a responsibility to:**

i) Respecting the property of others and not willfully cause damage; and

j) Adhering to all federal, provincial, municipal and host country laws.

**4.1 Integrity in Sport**

**All parties referred to in Section 3 have a responsibility to:**

i. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methodsand adhere to the requirements of the Canadian Anti-Doping Program;

ii. Respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whetherimposed by Canada Soccer or any other sport organization;

iii. Refrain from associating with any person for the purpose of coaching, training, competition,instruction, administration, management, athletic development, or supervision of the sport, who hasviolated an anti-doping rule and is serving a sanction involving a period of ineligibility imposedpursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code;

iv. Refrain from consuming alcohol in excess and from the use of illicit drugs while participating in CanadaSoccer programs, activities, competitions, or events;

v. Refrain from consuming alcohol and using tobacco in situations where minors are present;

vi. Reject and condemn all forms of bribery and corruption;

vii. Refrain from accepting or giving gifts or other benefits that influence an act that is related to their

official activities. If in doubt, gifts shall not be offered or accepted;

viii. Refrain from offering or accepting cash, other than reasonable per diems, expense reimbursement orsalaries;

ix. Refrain from forging or falsifying a document nor use such;



**4.1 Integrity in Sport**

**All parties referred to in Section 3 have a responsibility to:**

x. Ensure information obtained while carrying out one’s duties is treated as confidential if thatinformation is received or can be understood as confidential. Respect the confidentiality of theinformation after the relationship with Canada Soccer ceases;

xi. Ensure transparency in all actions and decisions;

xii. Remain politically neutral; and

xiii. Refrain from betting in connection with soccer and not tolerate any form of manipulation of matchresults – whether for financial, sporting or political gain, and ensure information in any form that isnotpublically available is not used for the above purposes for oneself or another party.

**4.2 Harassment**

**All parties referred to in Section 3.0 have a responsibility to:**

i. Refrain from any behaviour that constitutes harassment, where harassment is defined accordingto the Canadian Human Rights Commission 1 as a form of discrimination that involves anyunwanted physical or verbal behaviour that offends or humiliates. Generally, harassment is abehaviour that persists over time. Serious one-time incidents can also sometimes be consideredharassment.

ii. Types of behaviour that constitute harassment include, but are not limited to:

a) Written or verbal abuse, threats, or outbursts;

b) The display of visual material which is offensive or which a reasonable person ought toknow is offensive in the circumstances;

c) Unwelcome remarks, jokes, comments, innuendo, or taunts;

d) Leering or other suggestive or obscene gestures;

e) Condescending or patronizing behaviour which is intended to undermine self-esteem,diminish performance or adversely affect conditions of participation;

f) Practical jokes which cause awkwardness or embarrassment, endanger a person’s safety,or negatively affect performance;

g) Any form of hazing;

h) Retaliation or threats of retaliation against an individual who reports harassment;



**4.2 Harassment**

**All parties referred to in Section 3.0 have a responsibility to:**

i) Bullying;

j) Offensive or intimidating phone calls, texts, voice mails or emails;

**http://www.chrc-ccdp.ca/eng/content/what-harassment**

k) Displaying or circulating offensive pictures, photographs or materials in printed orelectronic form;

l) Psychological abuse;

m) Discrimination;

n) Words, actions or an environment which is known or should reasonably be known to beoffensive, embarrassing, humiliating, demeaning or intimidating; and

o) Behaviours such as described above that are not directed towards a specific individual orgroup but have the same effect of creating a negative or hostile environment.

iii. Refrain from any behaviour that constitutes violence, where violence is defined as the exercise ofphysical force, that causes or could cause physical injury; an attempt to exercise physical forcethat could cause physical injury; or a statement or behaviour that it is reasonable to interpret asa threat to exercise physical force. Types of behaviour that are applicable to this section include,but are not limited to:

a) Verbal threats to attack;

b) Sending or leaving threatening notes, texts, voice mail or emails;

c) Making threatening physical gestures;

d) Wielding a weapon;

e) Hitting, pinching or unwanted touching which is not accidental or deemed to be generallyaccepted as a part of sport participation;

f) Throwing an object in the direction of someone;

g) Blocking normal movement or physical interference, with or without the use of equipment; and



**4.2 Harassment**

**All parties referred to in Section 3.0 have a responsibility to:**

h) Any attempt to engage in the type of conduct outlined above.

iv. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment isdefined as unwelcome sexual comments and sexual advances, requests for sexual favours, orconduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but arenot limited to:

a) Sexist jokes;

b) Sexual violence;

c) Display of sexually offensive material;

d) Sexually degrading words used to describe a person;

e) Inquiries or comments about a person’s sex life;

f) Unwelcome sexual flirtations, advances, requests, invitations or propositions;

g) Inappropriate sexual touching, advances, suggestions or requests;

h) Unwanted physical contact including, but not limited to, touching, petting, pinching, orkissing;

i) Physical or sexual assault.

**5 Additional Responsibilities**

**5.1 Directors, Committee Members, Judicial Body Members, and Staff**

Canada Soccer’s Directors, Committee Members, and Judicial Body Members must also:

i. Comply and be familiar with all Canada Soccer governance documents applicable to their role andresponsibility;

ii. Act with honesty and integrity and conduct themselves in a manner which maintains theconfidence of Members and other stakeholders;

iii. Ensure that Canada Soccer’s financial affairs are conducted with due regard for all fiduciary andoperational responsibilities;

iv. Conduct themselves openly, professionally, lawfully and in good faith in the best interests ofCanada Soccer;



**5 Additional Responsibilities**

**5.1 Directors, Committee Members, Judicial Body Members, and Staff**

v. Be independent and impartial and not influenced by self-interest, outside pressure, expectationof reward, or fear of criticism;

vi. Behave with decorum appropriate to both circumstance and position, and be fair, equitable,considerate, and honest in all dealings with others;

vii. Keep informed about Canada Soccer’s activities, the national sport community, and generaltrends in sport;

viii. Exercise the degree of care, diligence, and skill required in the performance of their dutiespursuant to the laws under which Canada Soccer is incorporated;

ix. Respect the confidentiality appropriate to the business at hand;

x. Ensure that Members are given sufficient opportunity to express opinions, and that all opinionsare given due consideration and weight;

xi. Respect the decisions of the majority and resign if unable to do so; and

xii. Commit the time to attend meetings and be diligent in preparation for, participation in, andfollow-up from such meetings.

**Canada Soccer’s Staff must also:**

i. Comply and be familiar with the Canada Soccer Rules and Regulations and operational policiesapplicable to their role, responsibilities and /or their involvement in an event sanctioned byCanada Soccer; and

ii. Exercise the degree of care, diligence, openness, honesty, decorum and skill required in theperformance of their duties.

**5.2 Team Personnel**

The team personnel-athlete relationship is a privileged one and plays a critical role in the personal, sport,and athletic development of the athlete. Team personnel must recognize the power inherent in theposition of team personnel and respect and promote the rights of all participants in sport. This isaccomplished by establishing and following procedures for confidentiality (right to privacy), informedparticipation, and fair and reasonable treatment.



**5.2 Team Personnel**

**Team personnel must also:**

Team personnel have a special responsibility to respectand promote the rights of participants who are in a vulnerable or dependent position and lessable toprotect their own rights. This section applies equally to the relationship between match officials and theircoaches, instructors, accessors, and mentors.

i. Ensure a safe environment by selecting activities and establishing controls that are suitable forthe age, experience, ability, and fitness level of the involved athletes;

ii. Prepare athletes systematically and progressively, using appropriate time frames and monitoringphysical and psychological adjustments while refraining from using training methods ortechniques that may harm athletes;

iii. Avoid compromising the present and future health of athletes by communicating and cooperatingwith sport medicine professionals in the diagnosis, treatment, and management of athletes’medical and psychological treatments;

iv. Provide athletes (and the parents/guardians of a minor) with the information necessary to beinvolved in decisions that affect the athlete;

v. Act in the best interest of the athlete’s development as a whole person;

vi. Respect other team personnel;

vii. Report any ongoing criminal investigations, previous convictions or existing bail conditions;

viii. Under no circumstances provide, promote, or condone the use of drugs (other than properlyprescribed medications) or performance-enhancing substances and, in the case of minors, alcoholand/or tobacco;

ix. Respect athletes playing with other teams;

x. Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexualrelationship with an athlete over the age of 18 if in a position of power, trust, or authority overthe athlete;

xi. Dress professionally, neatly, and inoffensively; and

xii. Use inoffensive language, taking into account the audience being addressed.



**5.3 Athletes**

**Athletes must also:**

i. Report any medical problems in a timely fashion, when such problems may limit their ability totravel, practice, or compete; or in the case of carded athletes, interfere with the athlete’s abilityto fulfill requirements under the Athlete Assistance Program;

ii. Participate and appear on time, well-nourished, and prepared to participate to their best abilities

in all competitions, practices, training sessions, tryouts, tournaments, and events;

iii. Adhere to Canada Soccer’s requirements regarding clothing and equipment;

iv. Never ridicule a participant for a poor performance or practice; and

v. Act in a sportsmanlike manner and not engage in violent behaviour, foul language, or offensivegestures.

**5.4 Match Officials**

**Match Officials must also:**

i. Conduct themselves with dignity both on and off the field of play, and by example seek to inspirethe principles of fair play in others;

ii. Adhere to all standards and directives established by Canada Soccer, International FootballAssociation Board and FIFA;

iii. Be neat in appearance and maintain a high level of physical and mental fitness;

iv. Study and enforce the current Laws of the Game and any event-specific rules and regulations;

v. Perform his/her designated duties, including attending organized clinics and lectures, etc. andshall assist their colleagues in upgrading and improving their standards of officiating, instructingand assessing;

**5.4 Match Officials**

**Match Officials must also:**

vi. Adhere to the Canada Soccer’s Anti-Doping Policy;

vii. Honour any appointments accepted, unless unable to do so by virtue of illness or personalemergency;



**5.4 Match Officials**

**Match Officials must also:**

viii. Not publicly criticize other referees or Canada Soccer;

ix. Not make any statement to the media (newspaper, television, radio, etc.) related to a game inwhich the referee has officiated, or to the performance of the players or other officials;

x. Not accept any appointment to officiate in any competitive game in which an immediate memberof his/her family by marriage or common law is a registered player or coach. An immediatemember of the family is a parent, a spouse, a son or daughter, a brother or sister;

xi. Not accept any appointment to officiate in unsanctioned events;

xii. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;

xiii. When writing reports, set out the true facts and not attempt to justify any decisions; and

xiv. Report any approach to fix the result of a match.

**5.5 Spectators and Parents**

**Spectators and Parents are expected to:**

i. Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility orviolence;

ii. Never ridicule a participant for making a mistake during a performance or practice;

iii. Provide positive comments that motivate and encourage participants’ continued effort;

iv. Respect the decisions and judgments of officials and encourage athletes to do the same;

v. Respect and show appreciation to all competitors, and to the coaches, officials, and othervolunteers who give their time to the sport; and

vi. Refrain from entering the training or competition area and from interfering with any activities.



**6 Duty of Disclosure, Reporting and Cooperation**

Any behaviour prohibited by this Code that is experienced or observed must be reported confidentiallyand in writing to discipline@canadasoccer.com.

**When a report is submitted, the following shall apply:**

1. A person reporting a violation of this Code shall be provided the opportunity to remain anonymous, save and except in those circumstances where the nature of the disclosure and/or the resultantinvestigation make it necessary to disclose identify (for example, legal investigations orproceedings). In such cases, all reasonable steps shall be taken to protect the person reporting fromharm as a result of having made a disclosure.

2. The identity of the person submitting a report shall remain confidential unless the person and theEthics Committee Members agree otherwise.

3. A person is protected against retaliation as a result of having made, in good faith, a report which theperson believes to be valid or as a result of such person having otherwise assisted in theinvestigation of the report. Retaliation against a person who raises a concern, in good faith, will notbe tolerated and is considered a violation of this Code.All parties must cooperate fully with the Ethics, Disciplinary and Appeals Committees as requested.

**7 Coming Into Force**

This Canada Soccer Code of Conduct and Ethics came into force on May 6, 2016 and will be reviewed onan annual basis and may be amended, deleted or replaced by Ordinary Resolution of the Board of Directors.



The Niagara Falls Soccer Club adheres to the Canadian and Ontario Soccer standards and is committed to following their rules and codes of conduct and ethics, therefore we see no need to create another document.

NOTE:

This document has already been a part of NFSC's Club Policies, but will be added to our Policies page which has been created on our website but has not yet been activated as "live".