



Futbol Club Regina

Youth & Adult

Code of Conduct

Effective: May 16th, 2017

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Part 2 DEFINITIONS

1.1 The following terms have these meanings in this Code:

- a) "Athletes" means individuals who are registered with the FCR and/or who participate in FCR or other Governing Body activities in the capacity of a player;
- b) "Board Members" means individuals who serve on the FCR Board of Directors;
- c) "Code" means this Code of Conduct;
- d) "Committee Members" means individuals who serve on a committee or subcommittee of the FCR;
- e) "Governing Body" means the organization that has authority to manage a discipline complaint or the organization that governs a particular activity or event and includes but is not limited to the Canadian Soccer Association, the SSA, or the FCR;
- f) "Members" means all members as defined by the FCR Bylaws;
- g) "Organizers" means individuals who are acting in the scope of their duties for the FCR, who may include but are not limited to administrators, employees, officials, contractors, Volunteers, directors and officers who may or may not receive pay;
- h) "Parents" means the parent or guardian of a minor athlete registered with the FCR;
- i) "Party or Parties" includes Athletes, Board Members, Committee Members, Members, Organizers, Parents, Spectators, Team Personnel, Volunteers and others who may fall within the scope of this Code.
- j) "FCR" means Futbol Club Regina;
- k) "SSA" means the Saskatchewan Soccer Association;
- l) "Spectators" means individuals who attend an FCR Sanctioned activity who do not fall within the scope of other defined terms in this section (excluding Party);
- m) "Team Personnel" includes, but is not limited to, technical coordinators, coaches, assistant coaches, managers, gender representatives, trainers, medical or other personnel in a position of influence on the Athletes; and

- n) "Volunteers" means individuals who are not employees or independent contractors of the FCR who provide services to the FCR and who may or may not receive some form of compensation for those services.

Part 3 PURPOSE

- 2.1 The purpose of this Code is to ensure a safe and positive environment for the FCR's programs, activities, offices, work environments and events by making Members aware that there is an expectation, at all times, of appropriate behavior consistent with the FCR's core values. The FCR supports an environment in which all individuals are treated with respect.
- 2.2 In accordance with the requirements of *The Saskatchewan Employment Act*, the FCR is obligated to ensure its employees and independent contractors are not exposed to abuse or harassment. For the purposes of this Code this protection extends to all Volunteers and Organizers or those who may receive payment in service to the FCR.
- 2.3 This Code is not intended to outline every instance of misconduct. As such, misconduct not specifically listed in this Code which is not consistent with the values of the FCR or the purpose of this Code, may still constitute a breach of this Code and be subject to sanctions in accordance with the FCR Discipline Policy, the Formal Complaints Policy or any other applicable FCR policies.

Part 4 APPLICATION OF THIS CODE

- 3.1 A Party who violates this Code may be subject to sanctions pursuant to the FCR Discipline Policy, Formal Complaints Policy or any other applicable FCR policies. A Party who violates this Code during a competition may be ejected from the competition or the playing area, an official may delay the competition until the Party complies with the ejection, and the Party may be subject to additional discipline in accordance with the FCR Discipline Policy.
- 3.2 For greater certainty, this Code applies to all FCR activities and participants. References to FCR rules, procedures, policies, etc. include but are not limited to rules, procedures, policies, etc. adopted by FCR.

Part 5 RESPONSIBILITIES

- 4.1 Parties have a responsibility to:

- a) Comply, at all times, with the FCR's bylaws, policies, procedures, directives and rules and regulations.
- b) Work in a spirit of partnership to collaborate in order to achieve the mission of the FCR.
- c) Resolve issues that may be in dispute in a respectful manner.
- d) Maintain the dignity and self-esteem of all Members, employees and Volunteers.
- e) Maintain a harassment and discrimination free environment.
- f) Treat all individuals fairly.
- g) Consistently demonstrate the spirit of sportsmanship, sport leadership and ethical conduct.
- h) Ensure adherence to the rules of soccer as well as the spirit of the rules.
- i) Demonstrate respect for the fair play principles of sport, which for FCR are:
 - i. Respect for both the written and unwritten rules of soccer;
 - ii. Respect for referees and their decisions;
 - iii. Respect for opponents, including modesty in victory and composure in defeat;
 - iv. Maintenance of self-control at all times.
- j) Promote soccer in the most constructive and positive manner possible.
- k) Respect the property of the FCR and the venues at which soccer programming takes place and not willfully cause damage to such property.
- l) Adhere to all federal, provincial, municipal and host country laws.
- m) Comply with the FCR Social Media Use Policy.
- n) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, the FCR adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this program will be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction in accordance with FCR Discipline Policy, Formal Complaints Policy or any other applicable FCR policies.
- o) Refrain from consuming alcohol or recreational drugs prior to or while participating in the FCR programs, activities, competitions or events.

- p) Refrain from using tobacco products at FCR controlled property and while participating in FCR programs, activities, competitions or events.
 - q) Report suspected abuse of a minor in accordance with the Recognition and Prevention of Abuse Policy.
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Part 6 UNACCEPTABLE ACTIONS

5.1 Parties have a responsibility to:

- a) Refrain from any behavior that constitutes aggression or abuse, where aggression or abuse is directed towards other Parties or Organizers. Types of behavior Parties are required to refrain from pursuant to this subsection include but are not limited to:
 - i) Language (verbal or written) that may cause Organizers or other Parties to feel afraid, threatened or abused and may include threats, personal verbal abuse, derogatory remarks and rudeness.
 - ii) Offensive or intimidating phone calls or emails.
 - iii) Personal attacks or publicity questioning a person's integrity.
 - iv) Overly aggressive or intimidating words or conduct including confrontation in-person or in writing.
 - v) Inflammatory statements remark of a racial or discriminatory nature and unsubstantiated allegations.
- b) Refrain from any behavior that constitutes unreasonable demands; unreasonable demands are demands which start to (or when complying with the demand would) impact excessively on the work of Organizers, or when dealing with the matter take up excessive amount of time and in so doing, disadvantages other Members. Types of behavior Parties are required to refrain from pursuant to this subsection include but are not limited to:
 - i) Repeatedly demanding responses within an unreasonable timeframe.
 - ii) Demanding responses from several Members on the same subject.
 - iii) Insisting on seeing or speaking to a particular Organizer or other Party when that is not possible or when it has been confirmed they are unavailable.
 - iv) Repeatedly changing the substance of an enquiry or complaint or

raising unrelated concerns.

- v) Repeatedly posing a question when a response has already been given.
- c) Refrain from any behavior that constitutes unreasonable levels of contact; unreasonable levels of contact is defined as when the amount of time spent talking to an individual on the telephone, or responding to, reviewing and filing emails or written correspondence impacts the FCR'S ability to deal with the matter, or the FCR's responsibility for carrying out tasks related to other Members. Types of behavior Parties are required to refrain from pursuant to this subsection include but are not limited to:
- i) When a large number of calls or emails are received from the same Party in a day.
 - ii) When a Party repeatedly makes long telephone calls or inundates Organizers with emails or copies of information that have already been sent or that are irrelevant to the substance of the complaint or enquiry.
 - iii) Repeated offensive or intimidating phone calls or written comments or emails.
 - iv) Repeated requests for information or action when clarification has already been provided.
 - v) When Parties involve unrelated parties or Organizers in discussions through the CC function on email.
 - vi) When a Party is directing the behavior of employees or Volunteers without the proper authority or through demands, implied threats or threat of negative consequences.
 - vii) When a Party intervenes in FCR activities without proper authority.
 - viii) Comments or conduct that is known or ought reasonably to be known to be unwelcome.
 - ix) Hypercritical approach when working with Organizers and other Parties.
 - x) Repeated disregard to FCR directives.
 - xi) Making false statements in person, in written form or in public.

6.1 Parties have a responsibility to:

- a) Refrain from any behavior that constitutes harassment. Harassment is defined by the [Canadian Human Rights Commission](#) as ‘a form of discrimination which involves any unwanted physical or verbal behavior that offends or humiliates’. Harassment may involve repeated conduct, comments, displays, actions or gestures; or a single, serious occurrence of conduct, or a single, serious comment, display, action or gesture, that has a lasting, harmful effect on a Party or individual. Types of behavior that constitute harassment include, but are not limited to:
- i) Written or verbal abuse, threats, or outbursts.
 - ii) The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances.
 - iii) Unwelcome remarks, jokes, comments, innuendo, or taunts.
 - iv) Leering or other suggestive or obscene gestures.
 - v) Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect conditions of participation.
 - vi) Practical jokes which cause awkwardness or embarrassment, endanger a person’s safety, or negatively affect performance.
 - vii) Any form of hazing.
 - viii) Retaliation or threats of retaliation against an individual who reports harassment.
 - ix) Bullying.
 - x) Racism or racist remarks.
 - xi) Offensive or intimidating phone calls or emails.
 - xii) Displaying or circulating offensive pictures, photographs or materials in printed or electronic form.
 - xiii) Psychological abuse.
 - xiv) Discrimination.

- xv) Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating.
 - xvi) Behaviors such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment.
- b) Refrain from any behavior that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behavior that it is reasonable to interpret as a threat to exercise physical force. Types of behavior that constitute violence include, but are not limited to:
- i) Verbal threats to attack.
 - ii) Sending or leaving threatening notes or emails.
 - iii) Making threatening physical gestures.
 - iv) Wielding a weapon.
 - v) Hitting, pinching or unwanted touching which is not accidental or deemed to be generally accepted as a part of sport participation.
 - vi) Throwing an object in the direction of someone.
 - vii) Blocking normal movement or physical interference, with or without the use of equipment.
 - viii) Any attempt to engage in the type of conduct outlined above.
- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
- i) Sexist jokes.
 - ii) Sexual violence.
 - iii) Display of sexually offensive material.
 - iv) Sexually degrading words used to describe a person.

- v) Inquiries or comments about a person's sex life.
- vi) Unwelcome sexual flirtations, advances, requests, invitations or propositions
- vii) Inappropriate sexual touching, advances, suggestions or requests.
- viii) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing.
- ix) Physical or sexual assault.

Part 8 DIRECTORS, OFFICERS AND COMMITTEE MEMBERS

7.1 In addition to sections 4 - 6 of this Code, the FCR's Directors, officers and Committee Members shall have additional responsibilities to:

- a) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the FCR's business and the maintenance of Members' confidence.
- b) Ensure that the FCR's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary and operational responsibilities.
- c) Conduct themselves professionally, lawfully and in good faith in the best interests of the FCR.
- d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
- e) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others.
- f) Keep informed about the FCR's activities, the local and provincial sport community, and general trends in the sectors in which they operate.
- g) Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws of Saskatchewan.
- h) Maintain confidentiality when dealing with issues of a sensitive nature.
- i) Ensure Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.
- j) Respect the decisions of the majority and resign if unable to do so.

- k) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- l) Have a thorough knowledge and understanding of all the FCR governance documents.
- m) Act in accordance with the bylaws and policies approved by the FCR, including but not limited to this Code.

Part 9 TEAM PERSONNEL

8.1 In addition to sections 4 - 6 of this Code, Team Personnel (which includes, but not limited to, all technical coordinators, coaches, assistant coaches, managers, gender representatives, trainers, medical or other personnel in a position of influence on the Athletes) shall have additional responsibilities. 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 and understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. In addition, Team Personnel shall:

- n) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved Athletes.
- o) Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes.
- p) Avoid compromising the present and future health of Athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of Athletes' medical and psychological treatments.
- q) Support the coaching staff of a training camp, provincial team, or national team, should an Athlete qualify for participation with one of these programs.
- r) Provide Athletes (and the Parents of minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete.
- s) Act in the best interest of the Athlete's development as a whole person.
- t) Respect other coaches and other Team Personnel.

- u) Respect referees and officials.
- v) Respect FCR employees, technical directors, Directors, officers and Committee Members.
- w) Meet or exceed the required standards of credentials, integrity and suitability, including but not limited to any FCR Policies established for Team Personnel.
- x) Report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance.
- y) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco.
- z) Respect Athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes.
- aa) Not engage in a sexual relationship with an Athlete under 18 years old, or an intimate or sexual relationship with an Athlete over the age of 18 if the Team Personnel is in a position of power, trust, or authority over the Athlete.
- bb) Respect and promote the rights of all participants in sport, particularly participants who are in a vulnerable or dependent position and less able to protect their own rights.
- cc) Consistently display high standards of behavior and be a role model for Athletes, Parents and Spectators.
- dd) Establish and follow procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment of Athletes.
- ee) Dress professionally, neatly, and inoffensively and in club attire when functioning as Team Personnel.
- ff) Use inoffensive language, considering the audience being addressed. gg) Act professionally at all times.
- hh) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other Athletes, officials, coaches, or Spectators.
- ii) Respect the rights of Athletes to participate in other sports and activities.

Part 10 ATHLETES

9.1 In addition to sections 4 - 6 of this Code, Athletes shall have additional responsibilities to:

- jj) Report any medical problems in a timely fashion when such problems may limit their ability to travel, practice, or compete.
- kk) 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.
- ll) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason.
- mm) Adhere to the FCR's rules and requirements regarding clothing, equipment and jewelry.
- nn) Never ridicule another Athlete for a poor performance or practice.
- oo) Act in a fair and sportsmanlike manner and not commit acts of violence, or use foul language, or offensive gestures to other athletes, referees and officials, team personnel, or spectators.
- pp) Dress in a manner representative of the FCR focusing on neatness, cleanliness, and discretion.
- qq) Act in accordance with the FCR's policies and procedures and, when applicable, additional rules as outlined by Team Personnel.
- rr) Respect other Athletes including teammates and opponents.
- ss) Respect coaches and Team Personnel and their decisions. tt)
Respect referees and officials and their decisions.
- uu) Respect FCR employees, technical directors, Directors, officers and Committee Members.
- vv) Demonstrate respect of written and unwritten rules (and the spirit of those rules).
- ww) Promote fellowship within the soccer community, be inclusive and have fun.
- xx) Leave all venues (i.e. dressing rooms, playing fields, benches) as neat and tidy as they were initially found in and pick up all team-related garbage.

Part 11 SPECTATORS AND PARENTS

10.1 In addition to sections 4 - 6 of this Code Spectators and Parents shall:

- yy) Encourage Athletes to play by the rules and to resolve conflicts without resorting to hostility or violence.
- zz) Never ridicule an Athlete for making a mistake during a performance or practice.
- aaa) Provide positive comments that motivate and encourage Athletes continued effort.
- bbb) Respect the decisions and judgments of referees and officials and encourage Athletes to do the same.
- ccc) Respect the decisions and judgements of coaches and Team Personnel.
- ddd) Respect FCR employees, technical directors, Directors, officers and Committee Members.
- eee) Show appreciation to all Athletes, Team Personnel, referees and officials and other Volunteers who give their time to the sport.
- fff) Act in a sportsmanlike manner and not commit acts of violence, or use foul language, or offensive gestures to Athletes, referees and officials, Team Personnel, or other Parents or Spectators.
- ggg) Keep off the training or competition area at all times unless authorized by Team Personnel.
- hhh) Follow direction by referees or officials, Team Personnel or FCR employees or technical directors.
- iii) Not interfere with any FCR activities including but not limited to instructing Athletes during games or practices.
- jjj) For Parents, ensure Athletes show up for scheduled practices and games at times designated by Team Personnel.

Part 12 REPORTING A BREACH OF THE CODE

11.1 For reporting of potential breaches of the FCR Code of Conduct please refer the FCR Formal Complaints Policy, Part 2.