



## Fort Saskatchewan Minor Football Association – Rules, Policies, and Procedures

Policy Category	
Policy Name	Code of Conduct
Sources	
Origination Date	March 2025
Revision Date	

### Code of Conduct

#### 1. Policy Statement

- 1.1. Fort Saskatchewan Minor Football Association's highest priority is to provide a safe, professional, inclusive and respectful environment for young athletes to learn, develop, play and enjoy the game of football.
- 1.2. The Code of Conduct outlines the standards that regulate interactions among individuals.
- 1.3. For all Individuals this Code sets out a common baseline of the principles and standards that should guide our behaviours.
- 1.4. All Individuals are required to know, understand, and follow this code.

#### 2. Definitions

- 2.1. "FSMFA" shall refer to Fort Saskatchewan Minor Football Association.
- 2.2. "Association" shall refer to Fort Saskatchewan Minor Football Association.
- 2.3. "Board" shall refer to the FSMFA elected officials of the Association as defined by the FSMFA Bylaws.
- 2.4. "CDMFA" shall refer to Capital District Minor Football Association.
- 2.5. "Resolution Committee" shall refer to the committee established by the FSMFA as defined in the FSMFA bylaws.
- 2.6. "Administrators" for the FSMFA encompasses team managers, trainers, coaches and whomever else may contribute to FSMFA football programming.
- 2.7. "Individual" shall refer to a person including members, parents/guardians of players, coaches, players, trainers, managers, board members, volunteers, as well as spectators and persons engaged in activities, event/competitions and programs with and/or hosted by FSMFA or CDMFA.
- 2.8. "RPP" shall mean the rules, policies, and procedures as defined by the document entitled "FSMFA RPPs".
- 2.9. "Bylaws" shall mean the Bylaws of the FSMFA.
- 2.10. "Code" shall refer to this policy that is the FSMFA Code of Conduct.
- 2.11. "Club" shall refer to other associations within the CDMFA.

#### 3. Applicability





- 3.1. The Code applies to all Individuals including but not limited to players, coaches, parents/guardians, board members, and all other administrators.
- 3.2. This Code applies to all situations that may occur within the FSMFA and CDMFA activities or events including but not limited to games, practices, camps, meetings, fundraising events, and charity events.
- 3.3. Individuals that violate the Code may be subject to disciplinary action.
- 3.4. Individuals who violate the Code during FSMFA activities or events may be ejected.
- 3.5. The code cannot cover every situation; however, it should set the tone for how we conduct ourselves and treat one another.
- 3.6. We should apply the principles to our best judgment and in the best interests of the FSMFA.

#### 4. Responsibilities

##### 4.1. Individuals

- 4.1.1. Shall read, understand and comply with this code.
- 4.1.2. Shall be obliged to report, without delay, any actual or potential violations to the Codes and/or Policies that they may have witnessed or have reason to suspect.
- 4.1.3. Shall be responsible to ask questions when uncertain about their responsibilities or the appropriateness of a matter and raise good faith concerns about compliance with these Codes.
- 4.1.4. Shall model and demonstrate conduct that is consistent with Association values and ethical standards.
- 4.1.5. Shall treat individuals fairly, reasonably and with respect without discrimination.
- 4.1.6. Shall avoid public criticism against individuals.
- 4.1.7. Shall exhibit a spirit of fair play, leadership and ethical conduct.
- 4.1.8. Shall act when necessary to prevent or correct offensives against this code.
- 4.1.9. Shall refrain from any behaviours that represents:
  - 4.1.9.1. Harassment
  - 4.1.9.2. Violence
  - 4.1.9.3. Sexual harassment
  - 4.1.9.4. Use of power or authority to coerce individuals to engage in inappropriate activities.
- 4.1.10. Shall respect the property of others.
- 4.1.11. Shall refrain from deliberate cheating that is intended to alter the outcome of competition.
- 4.1.12. Shall refrain offering or receiving a bribe that is intended to alter the outcome of competition.
- 4.1.13. Shall comply with all Association bylaws, policies, procedures, rules, and regulations.
- 4.1.14. Shall not participate in, condone, or engage in activities that are dishonest, fraudulent, deceitful, misrepresentative, abusive or illegal/criminal.
- 4.1.15. Shall not attempt to cover up any conduct, behaviour and/or action of an individual that is in breach of this code and will report any concerns and/or violations.





4.1.16. Shall fully cooperate with investigations

4.1.17. Shall not retaliate against any individual who enacts this code as they are obligated to report a concern or issue.

#### 4.2. Administrators

4.2.1. In addition to section 4.1:

4.2.1.1. Shall remember that they represent the Association.

4.2.1.2. Shall lead by example.

4.2.1.3. Shall act with honesty, integrity and conduct themselves professionally, lawfully and in good faith for the best interests of the association.

4.2.1.4. Shall be responsible and transparent with the financial affairs of the association.

4.2.1.5. Shall be independent and impartial.

4.2.1.6. Shall avoid self-interests, external pressure, reward expectations or fear of criticism.

4.2.1.7. Shall respect the confidential nature of sensitive subjects.

4.2.1.8. Shall respect the decisions of the majority.

4.2.1.9. Shall commit time to attend meetings and be prepared and participate in discussions.

4.2.1.10. Shall have knowledge and understanding of all the association governance documents.

4.2.1.11. Shall comply with all Association bylaws, policies, procedures, rules, and regulations

4.2.1.12. Shall not engage in intimate relationships with an athlete.

4.2.1.13. Shall not use offensive language.

4.2.1.14. Shall not provide, promote, or condone the use of legal/illegal drugs or performance – enhancing substances.

#### 4.3. Coaches

4.3.1. In addition to section 4.1 and 4.2:

4.3.1.1. Shall maintain the highest possible standards of professionalism and integrity.

4.3.1.2. Shall lead with character traits of honesty, integrity, fairness, impartiality, inclusiveness, reliability/dependability, and cooperation when dealing with all individuals in the sport to bring credit to the profession.

4.3.1.3. Shall accurately represent their technical, educational, certifications and professional credentials including all requirements that must be followed and maintained to be in good standing with the Association.

4.3.1.4. Shall ensure that training and competition is done in a safe environment that supports development and success of athletes.

4.3.1.5. Shall avoid placing athletes in situations presenting unnecessary risk.

4.3.1.6. Shall strive to promote the health and well-being of athletes for the present and future.





- 4.3.1.7. Shall plan and execute activities that are suitable for the development age of the athletes as well as activities that are suitable for physical, mental, emotional, cognitive and chronological age of the athletes
- 4.3.1.8. Shall make decisions in the best interests of the athletes.
- 4.3.1.9. Shall foster self-esteem among athletes.
- 4.3.1.10. Shall know one's limitations in terms of knowledge and skills when making decisions, giving instructions or acting.
- 4.3.1.11. Shall promote physical safety and health of athletes by communicating and cooperating with trainers, and/or sport medicine professionals.
- 4.3.1.12. Shall respect the coach and athlete relationship and not solicit the athletes of other clubs.
- 4.4. Athletes
  - 4.4.1. In addition to Section 4.1:
    - 4.4.1.1. Shall report any medical or fitness issues in a timely manner.
    - 4.4.1.2. Shall only represent themselves in activities and events and shall not represent any other athlete.
    - 4.4.1.3. Shall not enter competition for which they are not eligible.
- 4.5. For Parents/Guardians
  - 4.5.1. In addition to Section 4.1:
    - 4.5.1.1. Shall encourage athletes to play by the rules.
    - 4.5.1.2. Shall not ridicule an individual for making mistakes during events or activities
    - 4.5.1.3. Shall provide positive feedback, motivation and encouragement to individuals
    - 4.5.1.4. Shall respect the decisions and judgements of officials and encourage individuals to do the same.
    - 4.5.1.5. Shall respect all individuals who give their time to the sport including but not limited to athletes, parents/guardians, volunteers, officials, trainers, managers, board members, and coaches.
- 4.6. Drugs, Alcohol, tobacco and cannabis
  - 4.6.1. The Association is opposed to players using banned substances as identified by Sport Canada.
  - 4.6.2. The Association is opposed to Administrators using substances during sporting events and activities.
    - 4.6.2.1. Adults should manage responsible consumption of alcohol in adult social events.
  - 4.6.3. The Association prohibits players possessing/consuming any alcoholic beverages or cannabis during Association activities and events.
  - 4.6.4. The Association prohibits smoking, vaping, spit tobacco on site during FSMFA activities or events.

## 5. Reporting





- 5.1. Where an allegation of misconduct against an Individual has occurred, please refer to Resolution and Reporting Policy and Procedures for the full reporting process.
- 5.2. Any dispute or misconduct shall be submitted through the Complaint Form on the website.

6. Governance

- 6.1. The board has oversight over this Policy.
- 6.2. This policy shall be reviewed and approved at least every 2 years or as required.

