



## **Gander Revolution Football Club (GRFC)**

5 Penney Ave, Gander, NL, A1V 1W5

ganderrevolution@gmail.com



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## **Right To Play Policy**

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The Gander Revolution Football Club (GRFC) is committed to providing a safe and inclusive environment for all players and program participants. GRFC's Right to Play policy encompasses the rights afforded to all players participating in Club programs, as well as the Codes of Conduct that the Club has in place to protect youth players as well as adult players, coaches, staff, volunteers, match officials and spectators. Violation of any of these rights or Codes of Conduct is taken very seriously by GRFC, and is committed to acting swiftly and appropriately in response to any complaints of misconduct.

Parties found to be in violation of any of the codes are subject to disciplinary measures as decided by GRFC the Newfoundland and Labrador Soccer Association, Canada Soccer Association and potentially the Newfoundland Constabulary and/or the RCMP. The GRFC Player Rights are as follows:

- All players have the right to learn the sport of soccer and develop at their own pace.
- All players have the right to voice questions and concerns without fear of repercussions or judgment from fellow players, coaches, spectators and/or Club officials. All players have the right to enjoy the sport and Club programs free from abuse of any kind (physical, verbal, emotional, cyber or otherwise) from any players, coaching staff or any other person in a position of authority or influence. All players have the right to say no to physical contact or interaction with another person or Club representative.
- All players have the right to feel comfortable while participating in any Club sanctioned activity. Players should never be made to feel uncomfortable, nervous or compromised by a coach, parent or Club official.
- All players have the right to be treated fairly regardless of age, gender, gender identity, sexual orientation, ability, ethnic background, religion or race.
- All players have the right to have fun.

MPSA Codes of Conduct encompassed by the Right to Play Policy:

- Fair Play Code of Conduct (Includes Codes for Players, Coaches, Officials, and Parents/Guardians)
- Coach & Manager Code of Conduct
- Friendly Fan Policy
- NLSA Discipline Policy
- Serious Occurrence Policy
- Anti-Bullying Policy
- Social Media Policy
- Diversity, Inclusion and Equality Policy



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The above policies can be found on the GRFC website and are available to all Club members and the public. GRFC recognizes its responsibility to protect all players involved in GRFC's programming. As such, GRFC requires all staff and volunteers over 18 years of age to obtain a PRC and a Vulnerable Sector Screening, which are kept on file at the Club and are to be updated every year. GRFC also requires acknowledgement of all policies and procedures from staff and volunteers involved in the organization.

Allegations of abuse and misconduct are taken very seriously by GRFC. Any reports of abuse or misconduct should be made to the Club via GRFC's Serious Occurrence Policy by way of GRFC's Serious Occurrence Report Form. In the absence of this form, reports made to Club staff will be relayed to the appropriate program supervisor who will bring the matter to the attention of the President or Executive for immediate action.

GRFC's number one priority is the wellbeing of its players and will continue to work with local organizations and authorities to review its policies and procedures to ensure that the best interests and safety of its members are paramount at all times.