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United DFC Policies and Procedures Code of Conduct

1.0 Purpose

This policy establishes expectations for conduct for United DFC Athletes, Parents, and Team Support Roles.

2.0 Definitions

Athlete: Is defined as all persons who are members of or play on a soccer team or participate in soccer programs with United DFC.

Discrimination is defined as the differential treatment of an individual or group of people based on their race, color, national origin, religion, sex (including pregnancy and gender identity), age, marital and parental status, disability, sexual orientation, or genetic information.

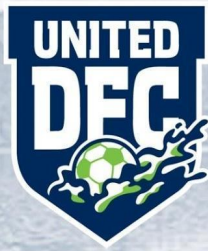
Harassment is defined as conduct, gestures or comments directed toward an individual or group of individuals which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions.

- Any of the different forms of harassment may be based on the grounds prohibited in human rights legislation, such as race, ethnicity, sex, sexual orientation and religion.
- Harassment may occur between peers or between someone in a position of power or authority and an adult in a subordinate position.

Official: For the purposes of this Policy, an “Official” is any United DFC board member, Executive Director, or other individual occupying a position of authority within United DFC who is designated to respond to the complainant. The role of the Official is to serve in a neutral, unbiased capacity in receiving the complaint and assisting in its informal resolution.

Team Support Roles: refers to any volunteer specifically assigned to a United DFC team (i.e. Coaches, assistant coaches, Team Managers)

United DFC Participant: In the context of this policy, United DFC participant refers to Athletes, parents, and team staff (i.e. Coaches, Assistant Coaches, Team Managers)



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3.0 Scope

This policy applies to all United DFC participants and applies during the course of all United DFC on field activities, as well as United DFC business, programs, and events.

4.0 Policy Statement

The purpose of this policy is to outline the code of conduct that ensures United DFC's operations, activities, events, and programs offer a safe and positive environment by ensuring that all United DFC participants understand that there is an expectation of behavior and conduct that is consistent with United DFC's core values of:

Accountability: We recognize the duty is ours to ensure United DFC provides a safe and inclusive environment for everyone, and with that comes accountability and open communication.

Accessibility: Our community is our heart, and we strive to ensure all our operations and programming are open, accessible and inclusive for everyone in our communities.

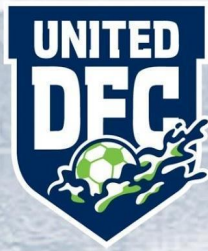
Excellence: Our vision of excellence is to exceed expectations and deliver quality soccer programming for all levels of skill, ability, and goals.

Respect: At UDFC we believe in sportsmanship, tolerance and respect for all, whether we are on the field or in our communities.

4.1 Code of Conduct

The core responsibilities of United DFC Participants are:

- a. To maintain and enhance the dignity and self-esteem of United DFC's members and other individuals by:
 - i. Treating each other with the highest standards of respect and integrity;
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members;
 - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
 - iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
 - v. Consistently treating individuals fairly and reasonably; and
 - vi. Ensuring adherence to the rules of the sport and the spirit of those rules.
- b. Refrain from any behaviour that constitutes Harassment, Violence, or Discrimination
- c. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- d. Refrain from consuming tobacco products, or recreational drugs while participating in United DFC's programs, activities, competitions, or at event venues as per United DFC's Substance Use Policy.
- e. Respect the property of others and not wilfully cause damage



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- f. Promote the sport in the most constructive and positive manner possible
- g. When driving a vehicle with an Individual:
 - i. Not have his or her license suspended;
 - ii. Not be under the influence of alcohol, cannabis, other substances or illegal drugs; and
 - iii. Have valid car insurance
- h. Adhere to all federal, provincial, municipal and host country laws
- i. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition
- j. Comply, at all times, with United DFC's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time

4.2 Code of Conduct for Athletes

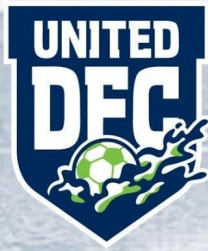
In addition to core responsibilities (4.1), United DFC's Athletes will have additional responsibilities to:

- Advise coaches if you will not be able to make a practice or game. This will be done with as much notice as possible.
- Play by the rules and with a positive spirit of the game
- Control your temper - fighting and verbal abuse can spoil the activity for everyone
- Do your best to be a team player and a positive example for others
- Remember that winning isn't everything - that having fun, improving skills, making friends and doing your best are also important
- Acknowledge all good players and performances, regardless of whether it is your team or your opponent's team
- Remember that coaches and officials are there to help you. You will accept their decisions and show them respect
- Refrain from the use of profanity while attending practices, games, any fundraising or organized sponsored event
- Not engage in verbal or physical threats or abuse aimed at any coach, parent, player, participant, on-field official, league official or any other attendee
- Not initiate a fight or scuffle with any coach, parent, player, participant, on-field official, league official or any other attendee
- Not take or damage property belonging to others (or public property)
- Not taunt or tease or be emotionally hurtful
- Not make remarks based on physical characteristics, race, gender or sexuality
- Not make unwanted physical contact or sexual comments
- Not initiate or participate in name-calling, sarcasm, spreading rumours or teasing
- Not engage in bullying
- Act safely at all times when partaking in United DFC activities; wear the appropriate attire during training and games (e.g. shin pads and appropriate footwear); not swing on the goal posts or cross bars; or any other activities identified or deemed unsafe by coaches, parents, other players, officials or league officials.

4.3 Code of Conduct for Parents

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LAST UPDATED: June 5, 2022



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In addition to core responsibilities (4.1), United DFC's Parents will have additional responsibilities to:

- Ensure that your child arrives at games and practices on time and with complete and safe equipment
- Inform the coach staff, as soon as possible, if your child is going to miss training or games
- Inform the coaching staff of any condition - physical or mental - that may be a consideration for your child while at any soccer related event
- Inform the coach of any medication your child is taking or will need to take during activities e.g. asthma inhaler
- Encourage your child to play the game in a manner consistent with this Code of Conduct and with the coach's direction or plan
- Remember that your child plays sports for his or her enjoyment, not for yours
- Encourage your child to play by the rules and to resolve conflicts without resorting to hostility or violence
- Teach your child that doing their best is as important as winning, so that your child will not feel defeated by the outcome of a game
- Make your child feel like a winner every time by offering praise for competing fairly and trying hard
- Never ridicule or yell at your child or any other player for making a mistake or losing a competition
- Support all efforts to remove verbal and physical abuse from children's sporting activities
- Leave the coaching to the coaching staff and refrain from calling directions from the sidelines
- Support the whole team as well as your own child; be respectful and polite to all players, including the opposition
- Use polite, appropriate language to the coaches and the officials at all times
- Remember that children learn best by example. Applaud good plays by both your child's team and their opponents
- Never question the official's judgement or honesty in public
- Respect and show appreciation for the coaches who give their time to provide sport activities for your child. If you have any concerns and wish to speak to the Coach, you will do this after training or after the game in a civilized manner and away from the earshot of the players. In most cases, it is best to wait 24 hours before bringing an issue to the coach.

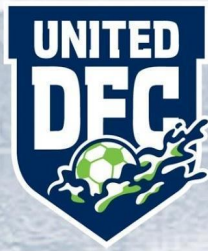
4.4 Code of Conduct for Team Support Roles

In addition to core responsibilities (4.1), United DFC's Team Support Roles will have additional responsibilities to:

- If coaching, ensure all coaching credentials and education are up to date and appropriate for the level of play you are coaching, as per CSA, SNS, and United DFC requirements
- Be responsible for the conduct of your team
- Teach athletes to play fairly and to respect the rules, officials and opponents
- If coaching, ensure that all athletes get equitable instruction and support
- Never ridicule or yell at athletes for missing practices or games. Seek to understand repeated absences. Appreciate that players are balancing multiple priorities, and work with players (and/or parents as appropriate based on age group) and fellow team staff to clarify expectations and formulate the best plan for the player and team.

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- Never ridicule or yell at athletes for making mistakes or for performing poorly. You will remember that children play to have fun and must be encouraged to have confidence in themselves
- Make sure that equipment and facilities are safe and match the athletes' ages and abilities
- Remember that children need a coach and team staff they can respect. You will be generous with praise and set a good example
- Respect the rules, match officials, players from all teams and all coaches. You will refrain from negative comments towards match officials, players and other coaches. If coaching, you will speak to officials in a civil manner at the appropriate time and out of the earshot of the players
- Wear appropriate attire in accordance with United DFC's Volunteer Clothing policy
- Have a good working relationship with fellow Team Support Roles.
- Discuss United DFC's Athlete Protection and this Code of Conduct policy with each player
- Be reasonable when scheduling games and practices, remembering that athletes have other interests and obligations
- Read and abide by the United DFC Athlete Protection Policy

5.0 Procedures

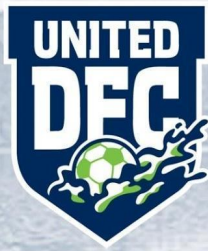
Participants in violation of this policy will be subject to United DFC's Discipline and Complaints Policy.

6.0 Related Legislation and/or Documents

Discipline and Complaints Policy

7.0 Approval and Review

Approval and Review	Details
Approval Authority	Board of Directors
Administrator	Executive Director and Director of Soccer
Next Review Date	05/06/2025
Approval and Amendment History	Details



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Original Approval Authority and Date	27/05/2018
Amendment Authority and Date	05/06/2022
Notes	