



CODE OF ETHICS AND CONDUCT

This Code of Conduct (Code) has been developed to protect and support the Raiders, players, coaches, parents and board members. This Code is intended to guide the behavior of all players, coaches, parents, board members and executive members in support of the Raiders Mission Statement, the rules of play, by-laws, policies and procedures and the following values:

- Teamwork
- Leadership
- Good Sportsmanship
- Coach & Player Development
- Enjoyment

PLAYERS:

As a Player, I will:

1. Remember that Coaches and Officials are there to help me and I will show them respect and I will play by the rules and in the spirit of the game.
2. Not make or communicate (through email or any other social media) offensive, abusive or insulting remarks toward any other player, official or parent. I understand that by wearing a West Edmonton Raiders Jersey, I am an ambassador of the Club.
3. Show good sportsmanship, remembering that willing isn't everything and I will acknowledge all good plays / performance (those of my team and of my opponents).
4. Not use illegal substances, tobacco or alcohol products.
5. Control my temper and recognize that fighting & "mouthing off" can spoil the activity for everyone.
6. Act in a respectful manner and not use vulgar verbal or body language.
7. I will do my best to be a true team player and consistently display high standard of behavior.
8. Attend all practices and games and will communicate any absences or issues to my Coaches and / or Team Manager.
9. Not use any personal or social media communication channels to communicate any conflicts, debates or confidential issues, recognizing that mass communication methods (including email) can detract from the West Edmonton Raiders ability to resolve issues and disputes in a timely, equitable and professional fashion.



PARENTS:

A parent's expectations and attitudes have a significant bearing on a child's attitude toward other players, officials, managers, coaches and other parents.

As a Parent I will:

1. Exhibit good sportsmanship at all times, never condone violations of the rules of the game, or exhibit behavior contrary to the spirit and rules of the game.
2. Place the well being and safety of each player above all considerations.
3. Not make abusive remarks to any official, player, coaches, volunteer or league administrative personnel.
4. Respect and show appreciation for the trained volunteers, coaches, officials, managers and trainers and will remember that children learn best by example; and,
5. Be responsible in ensuring attending guests also abide by the Code of Conduct
6. Whereas it is a players responsibility to attend all practices and games and where they are not able to attend, it is their responsibility to communicate this to their coach or team manager. If unable to do so, it will become a Parents responsibility.
7. Not use any personal or social media communication channels to communicate any conflicts, debates or confidential issues, recognizing that mass communication methods (including email) can detract from the West Edmonton Raiders ability to resolve issues and disputes in a timely, equitable and professional fashion.
8. Understand that Game time is at a Coaches discretion. The West Edmonton Raiders offer equal opportunity to all players during practice, however, game time is at the discretion of the Coach. Concerns should be addressed via your Team Parent Rep, or directly to the Board of Directors (Football Operations).



COACHES:

As a Coach you are in a position of great responsibility in the development of children. The attitudes and behaviours that you exhibit will set the tone for the players and parents you work with.

As a Coach I will:

1. Treat other coaches, players, referees and parents with respect and exhibit good sportsmanship at all times.
2. Place the well-being and safety of each player above all considerations.
3. Abide by the rules of the game and exhibit appropriate behaviours both on and off the field.
4. Respect and show appreciation for the trained volunteers, officials, managers and trainers and will remember that children learn best by example.
5. Strive to take advantage of additional opportunities for training and education to maintain and enhance my skills as a Minor Football Coach.
6. Not use any personal or social media communication channels to communicate any conflicts, debates or confidential issues, recognizing that mass communication methods (including email) can detract from the West Edmonton Raiders ability to resolve issues and disputes in a timely, equitable and professional fashion.
7. Respect the rules set forth by the Board of Directors in respect to practice times, schedule of practice days, special guests and formal requests.
8. Comply with, at all times, the bylaws, policies and regulations of the West Edmonton Raiders as adopted and amended. (Staff will be notified of changes as required).
9. All deviations from the schedule, including Film Days, Guest Trainers and extra activities must be submit to the Board of Directors in writing (either email or hand written) with enough notice for deliberation and consideration of liability coverage. Please note that NO other form of notice will be considered.
10. Remember that I am an Ambassador for the Club and will conduct myself as such.
11. Distinguish myself as a Coach by wearing Raiders Gear when on the field.



RAIDERS BOARD MEMBERS:

As a Raiders Board Member I commit to not only representing my association but also respecting and advancing the League's mandate and maintain the principles, integrity and dignity of the Capital District Minor Football Association.

As a Board Member, I will:

1. Prepare in advance of meeting and be familiar with issues on the agenda.
2. Fully participate in meetings while demonstrating respect, kindness, consideration and courtesy to others.
3. Excuse myself from my position if my circumstances change and I am unable to manage my duties.
4. Respect and adhere to the rules, policies, procedures and bylaws of the CDMFA.
5. Not use any personal or social media communication channels to communicate any conflicts, debates or confidential issues, recognizing that mass communication methods (including email) can detract from the CDMFA's ability to resolve issues and disputes in a timely, equitable and professional fashion.
6. Not use my status or position with the Raiders to influence or gain a benefit or advantage for myself, my family or others with whom I have a significant personal or business relationship.
7. Board members should not, unless absolutely necessary, provide services or be compensated for services provided to the club on a long term, or continuous basis. One time circumstances are to be reviewed and voted on by the board.
8. Treat coaches, players, officials, parents and colleagues with respect and will exhibit good behavior and sportsmanship at games.
9. Make decisions based on the best interests of our Players and Program.



BULLYING POLICY:

Bullying is a zero tolerance action that will not be permitted at any time on or off the field by a Raider Player, Coach, Club Member, Support Staff or Parent. All incidents of bullying, or accusations of bullying will be investigated by the Club Executive.

When bullying is suspected, the following steps will be followed:

1. Facts are to be gathered from all parties
2. Head Coach will be advised
3. Head Coach will investigate and will gather further information
4. Head Coach will review the situation with the Director of Football
5. Director of Football will independently discuss the situation with the parties involved
6. Director will review the situation with the Board
7. Raider Board will determine appropriate action
8. Director of Football will advise parties of the Boards decision.

The Raiders Board reserves the right to take appropriate action based on the seriousness of the incident.

The decision of the Board will be final.

AFFIRMATION

The Code of Conduct for the West Edmonton Raiders Minor Football Association was introduced on December 1st, 2014 and is reaffirmed annually by the Board to ensure it remains current and relevant. It is expected that the members who represent the West Edmonton Raiders abide by and sign this Code of Conduct.