

**Scarborough National Malvern
Soccer Club**
Code of Conduct &
Ethical Behaviour

PREAMBLE

Members have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications. Members must accept that they are the key to the establishment of ethical behaviour within the club. The concepts directly affect the behaviour of the many youth players under our supervision. Members have to be aware that almost all of their everyday decisions and choices of actions, as well as strategic targets, have ethical implications. The standards set out below in conjunction with all other club or governing bodies' rules and regulations reflect the acceptable minimum social, moral and ethical standards expressed by the membership of the Scarborough National Malvern Soccer Club.

CONVENTIONS

- **Club Executive & Administrators:** Includes all elected executives, appointed directors, coordinators, conveners and coaches
- **Coaches:** includes team head Coach and appointed assistant coaches, trainers, and managers
- **Players:** Includes parents of players under the age of 18

ANTI-DISCRIMINATION AND EQUAL OPPORTUNITIES POLICY

Scarborough National Malvern Soccer Club is committed to a policy of equal treatment of all members and requires all members to abide and adhere to this general principle and the requirements of the Laws of the Province of Ontario and the rules and regulations of all governing bodies

CODE OF ETHICAL BEHAVIOUR

- **Communications:** Communications is for sharing important information and shall be direct, clear and relative to the issues being discussed without embellishments, exaggerations, and personal opinions. Communications should never be used to **influence, coerce, confuse** or **gain support** for a personal opinion or agenda.
- **Decision Making:** Decision Making shall be respectful of all parties affected. Members are encouraged to make their own decisions based on merit, **provable** facts such as Statistical Data, and External Research, etc.; without external influence
- **Humanity:** Respect the rights, dignity and worth of every human being and their ultimate right to self-determination.
- **Relationship:** Be responsible for setting and monitoring the boundaries between a working relationship and friendship with other members.
- **Co-operation:** Communicate and co-operate with others for the best interests of the membership.
- **Integrity:** Discourage members to violate the rules of the club and the sport. never compromise others by advocating measures that could constitute unfair advantage, inappropriate or illegal behaviour
- **Respect:** Treat others with due respect always, both in victory and defeat
- **Responsibility:** Accept responsibility for your personal conduct and discourage inappropriate behaviour by others
- **Conflict of Interest:** Declare any other commitments to organizations offering identical or similar programs. Declare commitments to external organizations having a financial or other interest in the club. Declare to all parties concerned the nature of any conflict, and the loyalties and responsibilities involved.
- **Confidentiality of Information & Privacy:** Maintain confidentiality and privacy of information. Share information only on as needed basis and only the necessary required information.
- **Quality Service:** Provide quality service to members by (a) seeking continual improvement through performance evaluation and ongoing education, (b) maintaining knowledge about the sport, and (c) keeping good legible records
- **Assessment Standards:** Use Objective, Quantitative, Provable, Realistic and Achievable standards in assessing capabilities or abilities. Never use Subjective, Qualitative, Unsupportive and Unachievable standards in any assessment.

GENERAL CODE OF CONDUCT

The health, safety, welfare and moral education of young people are a first priority, before the achievement or the reputation of the club, school, coach or parent.

- Members must respect the rights, dignity and worth of each and every person and treat each.
- Members must adhere to all guidelines laid down by governing bodies.
- Members must develop an appropriate working relationship with each player and parent of players under the age of 18 based on mutual trust and respect.
- Members must not exert undue influence to obtain personal benefit or reward.
- Members must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of players.
- Members must always promote the positive aspects of the sport (e.g. fair play) and never condone violations of the Laws of the Game, behaviour contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.
- Members must consistently display high standards of behaviour and appearance.
- Members shall not to use or tolerate inappropriate language.

CODE OF CONDUCT OF CLUB OFFICIALS

- Disassociate themselves from a “win-at-all-costs” attitude but teach players how to be generous when they win and gracious when you lose.
- Place the well-being and safety of each player above all other considerations, including the development of performance.
- Prepare teams to meet their obligations of playing a game
- Encourage and guide players to accept responsibility for their own behaviour and performance.
- At the outset, clarify with the players (and, where appropriate, parent) exactly what is expected of them and also what they are entitled to expect from their coach.
- SET a good example for your players and other members.
- BE POSITIVE - Avoid criticism or ridicule of your players or other members.
- ACTIVELY DISCOURAGE foul play, sledging or any unsporting behaviour by your players.
- REMOVE from the field any player’s whose behaviour is not acceptable.
- Never let match disappointment cause a loss of control.
- Realize that violent comments and sideline behaviour can lead to violence on the field.
- TEACH your players that an honest effort is as important as a win.
- DEVELOP team respect for your opponent’s ability.
- AVOID OVER USE of talented players. Employ Fair Play rules at all level of competition.
- KEEP your own knowledge of coaching and training methods up to date.
- RESPECT other coaches, within the club and outside the club, and never attempt to lure players away from another team during a season
- NEVER be unreasonable or selfish in allowing a player the opportunity to grow, develop and achieve success through other methods

CODE OF CONDUCT OF PLAYERS

- Never play or practice with another team in the same competitive age group without the consent of your coaches. Commit to your team games and practices as a priority over all other sport related activities
- Play within the rules.
- Be a GOOD SPORT on and off the field.
- NEVER become involved in foul play.
- SHAKE HANDS with and thank the opposition players and officials after the match WIN, LOSE or DRAW.
- RESPECT the referee’s decision. Leave any questions to your captain.
- NEVER use BAD LANGUAGE against opposition players, supporters or officials.
- REMEMBER that winning should be striven for but only by using fair means. When the game is lost we must be GOOD SPORTS.
- NEVER abuse your own team mates.

CODE OF CONDUCT OF PARENTS AND SPECTATORS

- o Support their child and team in a positive manner.
- o Never let match disappointment cause a loss of control.
- o Never use abusive language with your team, the opposition or supporters.
- o Never sledge the referee, players or supporters.
- o Realize that we don't need to blame anyone for a defeat.
- o Realize that the most important part of playing is the development, both physical and character of the player.
- o Be positive with your child after a match, Win, Lose or Draw.
- o Encourage your child to avoid illegal/foul play and display Good Sportsmanship.
- o Realize that violent comments and sideline behaviour can lead to violence on the field.
- o Never get involved with coaches, players or game officials at game or practice
- o No parent or spectator should be kicked out of game or training facility

CODE OF FAIR PLAY

- o **Recreational Houseleague:** Fair Play rules for players are covered under governing body regulations. Fair Play at this level encourages that each player be given reasonably equal time on the playing field.
- o **Competitive Representative:** While governing bodies have not recommended guidelines for players at this level, it is in the best interest of all members that Fair Play rules be established for all competitive representative teams.
 - a. Be respectful of the commitments, investment in time and money that players and their families make to support their team.
 - b. Do not select a player that they reasonably believe will spend most of the season sitting on the bench
 - c. Do not select players who do not have the ability to play at the team's level in order to meet player counts
 - d. Accept that players who sit on the bench will not develop, not learn the playing style of the team and will develop a negative attitude towards the coach and possibly the team
 - e. Use discretion in playing weaker players during a game. No one player will cause the team to win or loose, so the risk of playing even the weakest player is minimal but yields valuable results
 - f. Coaches shall make reasonable attempts to play weaker players in positions to be most effective without embarrassment

BREACH OF CODES

All breaches of the above codes shall be referred to the Club's Director of Discipline for adjudication. Breaches of the above guidelines may result in:

- o Suspension from the club;
- o Permanent expulsion from the club, for the most serious offenses
- o Any parent(s) guardian(s) or relative(s)/friends(s) being kicked out of ANY games is an automatic suspension for the player registered with our club
- o Suspension or expulsion of players under the age of 18, if the parent of the player is in violation of the guidelines

Date _____

Player: _____

Player' Signature_____

Parent_____

Parent's Signature_____

Coach_____

Coach's Signature _____

Club Official _____ Position _____

Official's Signature _____