



# Kingston Belleville Football Club (KBFC) Pro Soccer Academy

## Code of Conduct

KBFC Pro Soccer Academy acts in accordance with the Code of Conduct set out by its governing body, Ontario Soccer.

### General Responsibilities

Individuals have a responsibility to:

#### **a) Maintain and enhance the dignity and self-esteem of individuals and other persons by:**

- i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, race or perceived race, nationality, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, class, marital status, family status, religion, political belief, physical or mental disability, economic status, or source of income
- ii. Focusing comments, criticism, or disciplinary actions appropriately
- iii. Demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
- iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
- v. Treating individuals fairly and reasonably
- vi. Adhering to the Organization's rules and policies and the spirit of those rules and policies

#### **b) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:**

- i. Written or verbal abuse, threats, or outbursts
- ii. The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances
- iii. Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin

- iv. Unwelcome remarks, jokes, comments, innuendo, or taunts v. leering or other suggestive or obscene gestures
- vi. Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance, or adversely affect working conditions
- vii. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- viii. Hazing
- ix. Retaliation or threats of retaliation against an individual who reports harassment to the Organization
- x. Bullying
- xi. Offensive or intimidating communications, including social media
- xii. Inappropriate use of social media
- xiii. Displaying or circulating offensive pictures, photographs, or materials in printed or electronic form
- xiv. Psychological abuse
- xv. Discrimination
- xvi. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning, or intimidating
- xvii. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
- xviii. Retaliation or threats of retaliation against a person who reports harassment

**c) Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour that it is reasonable to interpret as a threat to exercise physical force. Types of behaviour that are applicable to this section include, but are not limited to:**

- i. Verbal threats to attack
- ii. Sending or leaving threatening notes or emails
- iii. Making threatening physical gestures
- iv. Wielding a weapon
- v. Hitting, pinching or unwanted touching which is not accidental
- vi. Throwing an object

vii. Blocking normal movement or physical interference, with or without the use of equipment

viii. Any attempt to engage in the type of conduct outlined above

**d) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:**

i. Sexist jokes

ii. Sexual violence

iii. Display of sexually offensive material

iv. Sexually degrading words used to describe a person

v. Inquiries or comments about a person's sex life

vi. Unwelcome sexual flirtations, advances, requests, invitations, or propositions

vii. Inappropriate sexual touching, advances, suggestions, or requests

viii. Persistent unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing

ix. Physical or sexual assault

**e) Abstain from the use of illegal drugs, or illegal or non-prescribed performance-enhancing drugs or methods.**

**f) Refrain from the use of power or authority to coerce another person to engage in inappropriate or unwanted activities**

**g) While acting in the capacity as either a coach or volunteer responsible for supervising activities and/or athletes, refrain from consuming recreational drugs, intoxicants, or alcohol.**

**h) Respect the property of others and not willfully cause damage**

**i) Adhere to all federal, provincial, municipal and host country laws**

**j) Always comply with the Organization's By-laws, policies, procedures, and rules and regulations, as adopted, and amended from time to time**

**k) Treat all other individuals with respect**

**l) Report to the Organization any ongoing criminal investigation, conviction, or existing bail conditions involving yourself, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance**

## **VOLUNTEERS AND SUPPORT STAFF/TEAM MANAGERS**

In addition, volunteers have additional responsibilities. Volunteers are a critical part of the organization and the Academy's success is directly related to volunteers carrying out their assigned responsibilities.

### **Volunteers will:**

- a) Act with honesty and integrity while carrying out any assigned responsibilities
- b) Comply with both the letter and the spirit of any training or orientation provided by the Organization
- c) Take responsibility for actions and decisions. Follow reporting lines to facilitate the effective resolution of problems
- d) Prudently manage and allocate assets and resources, both financial and material
- e) Abide by applicable conflict of interest and confidentiality policies
- f) Use inoffensive language
- g) Dress professionally, neatly, and inoffensively

### **Volunteers will not:**

- a) Exceed the authority of their assigned position
- b) Encourage athletes to consume illegal drugs, alcohol, or performance-enhancing drugs
- c) Engage in a sexual relationship with a minor athlete

## **COACHES**

In addition, coaches have many additional responsibilities. The coach/athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously.

### **Coaches will:**

- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
- b) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes

- c) Avoid compromising the present and future health of athletes by communicating and cooperating with medical professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
- d) Support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation with one of these programs
- e) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
- f) Act in the best interest of the athlete's development as a whole person
- g) Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes
- h) Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights
- i) Dress professionally, neatly, and inoffensively
- j) Use inoffensive language

**Coaches will not:**

- a) Exceed the authority of their assigned position
- b) Provide athletes with, or promote, encourage, or condone the use by athletes of illegal drugs, alcohol, or performance enhancing substances or methods.
- c) Engage in a sexual relationship with a minor athlete

**ATHLETES**

In addition, athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
- b) Participate and appear on-time and be prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
- c) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason

- d) Adhere to the Academy's rules and requirements regarding clothing and equipment
- e) Never ridicule a participant for a poor performance or practice
- f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators
- g) Dress in a manner representative of the Academy, focusing on neatness, cleanliness, and discretion
- h) Act in accordance with the Academy's policies and procedures and, when applicable, additional rules as outlined by coaches or managers

## **PARENTS**

Youth soccer is for the players. All parents associated with KBFC Academy are invited to share in the pleasure of watching their children participate in the world's most popular sport if their behaviour does not distract the players and officials. KBFC Academy prides itself in having respectful and engaged families, and we ask that parents and guardians adhere to the following guidelines:

### **A parent or guardian should:**

- a) Foster an environment of respect for referees, players, coaches, and spectators of the opposing team through words of encouragement and support.
- b) Applaud superior play, effort, and sportsmanship by players on both teams.
- c) Support your coaches and managers consistently regardless of the results on the field. Coaches contribute many hours of their time to your children. They deserve your congratulations when the team wins and your encouragement when the team does not.
- d) Communicate any concerns to the coach at the appropriate time (24-hour cool off period) away from the playing location and players.
- e) Your cooperation with these standards before, during, and after each game or practice will make KBFC Academy more enjoyable for everyone.

### **A parent or guardian must:**

- a) Never use foul language or obscene gestures at a game or practice site.
- b) Avoid comments and gestures that express disagreement with referee decisions.
- c) Cooperate with any request by the game officials.
- d) Never consume alcoholic beverages on the field location at practice or games.

- e) Use social media responsibly and not author, post or forward inappropriate, offensive, hateful, or disrespectful notes, texts, videos, photographs, or other content online that reflects negatively on the club, the team, or a member of KBFC Academy.

**A parent or guardian understands that:**

- a) Any parent or spectator who fails to adhere to these standards will be required to leave the playing area and play will be suspended until he or she does so.
- b) KBFC Academy reserves the right to ask an offending parent or supporter to correct their behaviour and as a last resort to suspend or terminate a player's enrollment for his or her parent's persistent or extreme sideline misbehavior with no refunds of registration or team fees.
- c) Parents or guardians are responsible for their guests' behavior and must inform their guests of the applicable rules/Code of Conduct. Any breaches of this Code of Conduct can result in your child's suspension and a member's removal from the KBFC Academy soccer club. Comments and behavior of any member which contradicts the vision and mission statements or disrupts the functioning of a team can result in the suspension and/or removal from the KBFC Academy soccer club.