

# CODE OF CONDUCT

## UNITED DFC

Last Updated: 05/27/2018

### Preamble

This policy establishes expectations for conduct for athletes, coaches, parents/guardians and spectators. Further, it outlines steps for reporting and dealing with concerns about conduct.

### Guiding Principles and Values

United DFC's mission is to promote and grow the sport of soccer in our communities, creating pathways and opportunities for players and volunteers to be involved in soccer for life. All United DFC players, coaches, parents/guardians and spectators are expected to conduct themselves in a manner that is consistent with our core values:

- Accountability
- Communication
- Community
- Excellence
- Open, Accessible and Inclusive
- Participation
- Player Centered
- Positive
- Quality
- Respect and Sportsmanship

Further, all players, parents, coaches and spectators are expected to respect the rules, respect our opponents, respect the officials and their decisions and abide by this policy in all places we do Club business.

### Code of Conduct for Athletes

As a member of a United DFC team you will conduct yourself in a manner consistent with our values. For example, you will:

- 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.

## Code of Conduct for Parents

As the parent of the player of a United DFC team you will conduct yourself in a manner consistent with our values. For example, you will:

- 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.

## Code of Conduct for Coaches

As a coach of a United DFC team you will conduct yourself in a manner consistent with our values. For example, you will:

- Be responsible for the conduct of your team
- Teach your athletes to play fairly and to respect the rules, officials and opponents
- Ensure that all athletes get equitable instruction and support
- Never ridicule or yell at your 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) to clarify expectations and formulate the best plan for the player and team.
- Never ridicule or yell at your 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 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. You will speak to officials in a civil manner at the appropriate time and out of the earshot of the players
- Wear appropriate attire to look like a coach
- Have a good working relationship with assistant coaches and the team manager
- Discuss Players Code of Conduct with each player
- Obtain proper training and continue to upgrade your coaching skills
- Be reasonable when scheduling games and practices, remembering that athletes have other interests and obligations
- Read and abide by the UDFC Player/Coach Protection Policy

## Failure to Abide

Failure to demonstrate behaviour consistent with our Club's Values and Code of Conduct could result in disciplinary action as outlined in the Club's Disciplinary Policy.

## Reporting Concerns about Conduct

Not all concerns need to be reported. For example, a coach may speak to his/her players about language on the field or speak to parents about late arrivals. However, when an individual feels that there is conduct contrary to the Club's Values and Code of Conduct which needs to be addressed, they will:

1. If appropriate, verify their understanding of the conduct.
2. Report conduct to the Club President, Member of the HR Management & Conflict Resolution Committee or an adult you can trust who will need to inform the Club President. This can be done directly by emailing [President@UDFC.ca](mailto:President@UDFC.ca)

The HR Management & Conflict Resolution Committee of the Board should assess the severity of the alleged conduct. When potential for harm exists the alleged conduct must be investigated and severity assessed quickly. Depending on the alleged conduct it may be appropriate to refer the matter directly to the police. While matters are investigated the Club may choose to suspend the coach or player until the matter is resolved. If the HR Management & Conflict Resolution Committee decides it is appropriate for them to deal with the situation they should follow the procedure outlined below:

1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails or is not appropriate, a small panel (made up from HR Management & Conflict Resolution Committee members) should meet with the parties separately to get details of the alleged conduct. Minutes should be taken for clarity, which should be agreed by all as a true account.
3. Following meeting separately with each party and assessing the information, consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
4. If mediation fails the club will initiate disciplinary action according to the Disciplinary Policy.

If, in the opinion of the Club, the matter is too severe for the for the above procedure, the Club has the right to impose disciplinary action.

## Related Documents

- Discipline Policy