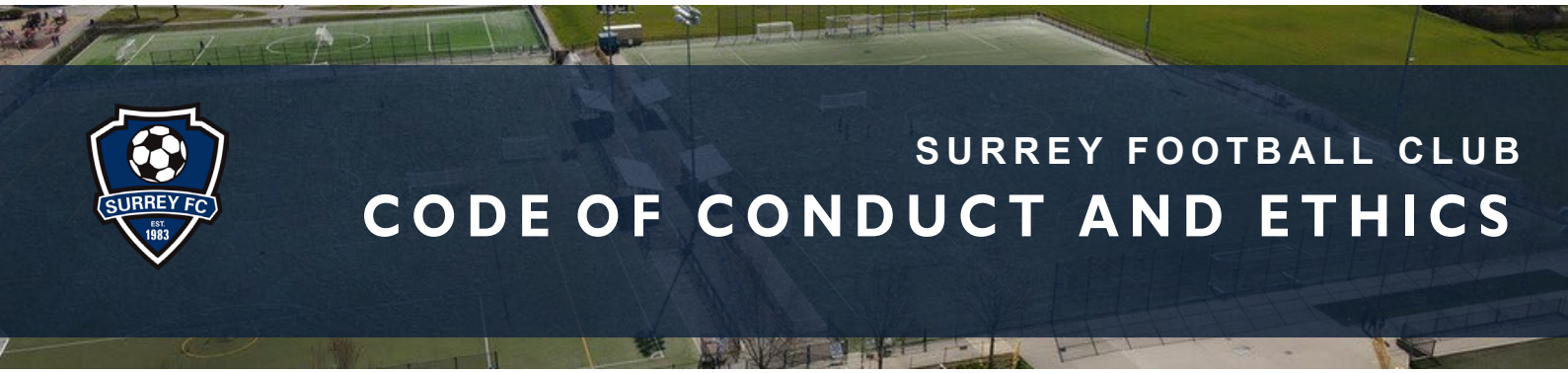

SURREY FOOTBALL CLUB

CODE OF CONDUCT AND ETHICS

Code of Conduct and Ethics

As a proud member of BC Soccer and the Canada Soccer Association, Surrey Football Club is committed to providing a player-centered, coach-driven environment that empowers players and coaches to enhance their knowledge, skills, and lasting passion for the beautiful game. We believe that fostering a positive environment, both on and off the field, is essential to achieving this goal.

To support these values, Surrey Football Club has adopted the BC Soccer Conduct and Ethics Policy from the Judicial Code & Policies. This policy aligns with our club values of Respect, Leadership, Excellence, Fun, and Wellness.

Scope of Policy

This policy applies to all members of Surrey Football Club, including:

- Youth & Adult Players
- Team Officials
- Coaches & Assistant Coaches
- Managers
- Match Officials (Referees)
- Spectators & Parents
- Association Officials

Contact

Balraj Sumra
safety@surreyfc.com

All members are required to review and adhere to this policy. Any breaches will be subject to review and possible disciplinary action by Surrey Football Club, with potential escalation to BC Soccer and/or the Canada Soccer Association if necessary.

BC Soccer Policy

Policy Type	Operational Policy
Created	June 2021
Revised	-
Reviewed	Every 2 years
Policy Name	**Conduct & Ethics**

Policy Statement

The Conduct & Ethics Policy applies across BC to any person that participates in sanctioned soccer. Membership in sanctioned soccer is voluntary and those that do so agree to abide by the Conduct & Ethics Policy or be subject to the disciplinary process of the association which means being subject to sanctions by BC Soccer, and/or its members and/or Affiliated Organizations.

Further to this policy, BC Soccer, its members and affiliated organizations support and comply to the British Columbia Universal Code of Conduct (BC UCC) for all soccer activities and related events organized, including but not limited to practices, training sessions, competitions, and fundraising events.

Purpose

The purpose of Conduct & Ethics Policy is to ensure a safe and positive environment by making all participants in soccer aware that there is an expectation, at all times, of appropriate behaviour consistent with BC Soccer's core values. BC Soccer supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect. Good sense and common decency must prevail as is intended by ethics and standards of behaviour.

Standards

Integrity In Sport

a. All participants in soccer have an obligation to ensure that there is integrity in the sport and as such must refrain from:
   i. Non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, BC Soccer adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this program shall be considered an infraction of this Code and may be subject to disciplinary action and possible sanction. The Member will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by BC Soccer or any other sport organization;
   ii. Associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has violated an anti-doping rule and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code;
   iii. Consuming alcohol and/or illicit drugs, while participating in soccer programs, activities, and competitions;
   iv. Consuming alcohol in excess and using illicit drugs, cannabis, or tobacco in situations where Youth are present;
   v. Accepting, encouraging, or participating in forms of bribery and corruption;
   vi. Accepting or giving gifts or other benefits that influence an act that is related to their official activities. If in doubt, gifts shall not be offered or accepted;
   vii. Offering or accepting cash, other than reasonable per diems, expense reimbursement or salaries, bribes;
   viii. Forging or falsifying a document, nor use such;

ix. Betting in connection with soccer and tolerating any form of manipulation of match results whether for financial, sporting, or political gain, and ensure information in any form that is not publicly available is not used for the above purposes for oneself or another party.

b. Participants will:

i. Ensure information obtained while carrying out one's duties is treated as confidential if that information is received or can be understood as confidential;
ii. Respect the confidentiality of the information after the relationship with BC Soccer ceases;
iii. Ensure transparency in all actions and decisions;
iv. Remain politically neutral with respect to sporting matters;
v. Remain responsible for following BC Soccer's Code(s) of Conduct.

Standards of Behaviour

1. General

Those participating in sanctioned soccer have a duty and responsibility to conduct themselves appropriately respecting the F.I.F.A. Laws of the Game, Canada Soccer Rules & Regulations, British Columbia Universal Code of Conduct (BC UCC), BC Soccer Rules & Regulations and as well as the rules of the members and/or Affiliated Organizations in which they participate and of BC Soccer. These laws and rules are published and readily available.

a. All participants in soccer have a responsibility to:

i. Comply, at all times, with Canada Soccer's and BC Soccer's By-laws, Policies, procedures, directives, and Rules and Regulations, as adopted and amended from time to time.
ii. Work in a spirit of partnership to collaborate with all the stakeholders in soccer to align efforts to achieve shared objectives as may be communicated from time to time in the strategic plans of BC Soccer and its governing bodies.
iii. Resolve conflicts in a professional and civil manner on issues that may be in dispute.
iv. Maintain and enhance the dignity and self-esteem of all individuals involved in soccer by:
    1. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation;
    2. Complying with the By-laws, Rules and Regulations, and Policies and decisions of soccer and sport governing bodies;
    3. Directing comments or criticism appropriately and avoiding public criticism of participants in soccer and sport;
    4. Demonstrating the spirit of fair play, sport leadership, and ethical conduct;
    5. Treating individuals fairly and reasonably;
    6. Ensuring adherence to the Laws of the Game;
v. Demonstrate respect for the principle of fair play, which includes:
    1. Respect for both the letter and spirit of the rules;
    2. Respect for referees and their decisions;
    3. Respect for opponents, including modesty in victory and composure in defeat;
    4. Facilitation of access to sport;
    5. Maintenance of self-control at all times;

vi. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
vii. Promote the sport in the most constructive and positive manner possible;
viii. Respect the property of others and not willfully cause damage; and
ix. Adhere to all federal, provincial, municipal and host country laws.

b. Any adult aged 19 years or older must report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance to the Risk Management Officer of their organization;
c. Every organization is responsible to the Association for the actions of its members and/or their related participants.
   i. Participation of Association Officials in any unaffiliated soccer activity without permission from BC Soccer, is not permitted.
   ii. Members of BC Soccer and/or their member organizations, may not participate in unaffiliated soccer activity, including but not limited to leagues, cup competitions, and/or tournaments.
   iii. Association Officials, Members of BC Soccer and their member organizations, may not partner with or promote the interest of unaffiliated soccer.
   iv. Referees, officiating in unaffiliated soccer activity, including but not limited to leagues, cup competitions or tournaments, without permission from BC Soccer, may be removed from the Registered Referee list of BC Soccer.

2. Association Officials

While ignorance of the Laws of the Game or of the rules is not a defense, depending on the nature of the charge, it is viewed that a participant in a position of authority or trust is held to a higher standard when going beyond the norms of proper behaviour; i.e. behaving in an unsporting manner or not in the best interest of the game. Notably directors, committee members, and staff should be aware of various rules, regulations, guidelines, programs, and expectation within the soccer playing and administrative environment; and indeed, are charged with upholding and defending the same. Failure to act properly can be tantamount to unsporting or unethical behaviour and brings the game directly into disrepute and lead to charges. BC Soccer, Member and Affiliated Organization Directors, Committee Members, Staff and any other Association officials must:

a. Comply and be familiar with the various laws and governance documents that apply to their responsibilities;

b. Act with honesty and integrity and conduct themselves in a manner which maintains the confidence of BC Soccer, its members and other stakeholders;

c. Ensure that their organization's financial affairs are conducted with due regard for all fiduciary and operational responsibilities;

d. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of their organization in the first instance and BC Soccer;

e. Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;

f. Behave with decorum appropriate to both circumstance and position, and be fair, equitable, considerate, and honest in all dealings with others;

g. Keep informed about local, provincial, and national sport community happenings, and general trends in sport;

h. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Canada Soccer is incorporated;

i. Respect the confidentiality appropriate to the business at hand;

j. Ensure that Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;

k. Respect the decisions of the majority and resign if unable to do so; unless the decision of the majority is unlawful;

l. Commit the time to attend meetings and be diligent in preparation for, participation in, and follow- up from such meetings.

3. Team Officials

The Team Official-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Team Officials must recognize the power inherent in the position of Team Officials 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. Team Officials 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. Team Officials must also:

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 sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments;

d. Provide athletes (and the parents/guardians of a Youth) with the information necessary to be involved in decisions that affect them;

e. Act in the best interest of the athlete's development as a whole person;

f. Respect other Team Officials;

g. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of Youths, alcohol, cannabis, and/or tobacco;

h. Respect all other athletes;

i. Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if in a position of power, trust, or authority over the athlete unless mutual consent is documented and provided the organization with jurisdiction;

j. Dress professionally, neatly, and inoffensively;

k. Use inoffensive language, and;

l. Be responsible for the actions of their Spectators.

4. Players

a. Players are the most visible representatives of the sport and must do their part to uphold the integrity of soccer. Players must:

i. Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfil requirements under the Athlete Assistance Program;

ii. Participate and appear on time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, evaluations, tournaments, and events;
iii. Adhere to Canada Soccer's requirements regarding clothing and equipment;
iv. Never ridicule a participant for a poor performance or practice; and
v. Act in a sportsmanlike manner and not engage in violent behaviour, foul language, or offensive gestures.

5. Match Officials

Match Officials play a critical role in ensuring the on-field integrity of the game and maintaining order and safety for all involved. They are the representatives of the Laws of the Game and must respect those laws in the application of officiating. Match Officials must:

a. Conduct themselves with dignity both on and off the field of play, and by example seek to inspire the principles of fair play in others;
b. Adhere to all standards and directives established by Canada Soccer, International Football Association Board, FIFA, Canada Soccer, BC Soccer and its member/Affiliated Organizations;
c. Be neat in appearance and maintain a high level of physical and mental fitness;
d. Study and enforce the current Laws of the Game and any event-specific Rules and Regulations;
e. Perform their designated duties, including attending organized clinics and lectures, etc. and shall assist their colleagues in upgrading and improving their standards of officiating, instructing and assessing;
f. Adhere to Canada Soccer's Anti-Doping Policy;
g. Honour any appointments accepted, unless unable to do so by virtue of illness or personal emergency;
h. Not publicly criticize other referees, players, Team Officials, members, Affiliated Organizations, individuals, Canada Soccer or BC Soccer;
i. Not make any statement to the media (newspaper, television, radio, etc.) related to a match in which the match official has officiated, or to the performance of the players or other officials;
j. Not accept any appointment to officiate in any competitive match in which an immediate member of their family by marriage or common law is a registered player or coach. An immediate member of the family is a parent, a spouse, a son or daughter, a brother or sister;
k. Not accept any appointment to officiate in unsanctioned soccer activity;
l. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
m. When writing reports, set out the true facts and not attempt to justify any decisions.

6. Spectators and Parents

Spectators and Parents are an all-important part of the game and necessary to maintain the sustainability of the game. In appreciating the game to its fullest potential, spectators and parents are expected to behave in a manner that does not bring the game into disrepute and participate in ways that ensure a healthy and safe environment. Spectators and parents must:

a. Encourage players to abide by the rules and to resolve conflicts without resorting to hostility or violence;
b. Never ridicule a player;
c. Only provide positive comments that motivate and encourage participants' continued effort;
d. Respect the decisions and judgments of officials and encourage athletes to do the same;
e. Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers who give their time to the sport;

f. Refrain from entering the training or competition area and from interfering with any activities;
g. Refrain from any negative or critical comments towards a Match Official.

FREE OF HARASSMENT & DISCRIMINATION

All participants in soccer will ensure that all activities are free from harassment and have responsibility to:

a. Refrain from any behaviour that constitutes harassment, where harassment is defined as a form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment. 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. Unwelcome remarks, jokes, comments, innuendo, or taunts; iv. Leering or other suggestive or obscene gestures;
v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect conditions of participation;
vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
vii. Any form of hazing;
viii. Retaliation or threats of retaliation against an individual who reports harassment;
ix. Bullying;
x. Offensive or intimidating phone calls or emails;
xi. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
xii. Psychological abuse;
xiii. Discrimination;
xiv. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating;
xv. 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.

b. 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 or deemed to be generally accepted as a part of sport participation;

vi. Throwing an object in the direction of someone;

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.

c. 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, gender or gender expression;

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

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

viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;

ix. Physical or sexual assault.

COMMUNICATION & SOCIAL MEDIA

If communication channels are not used in an appropriate and respectful way, they may give rise to complaints from individuals or organizations alleging violations of relevant BC Soccer Rules, Regulations and Policies, including complaints that individuals are not acting in the best interest of the game of soccer or are demonstrating unethical or unsporting conduct and/or behaviour.

a. Types of Communications and social media use that are not appropriate include:

i. Comments that bring the game into disrepute or are unsporting

ii. Comments on ongoing disciplinary or sensitive / private issues / confidential issues or the posting of grievances

iii. Harassment of individuals

iv. Abuse of individuals by means of statements that are deemed defamation, such as the posting of damaging or libelous comments about a player, official, member, Affiliated Organization or any other participant in soccer

v. Abuse of individuals by the divulgence of personal data; for example, giving away details of personally identifying information, salary, political or religious beliefs or disciplinary records.

vi. Abuse of individuals by or distributing inappropriate photographs, offensive or threatening comments, or sensitive personal information

vii. Abuse of individuals by spreading of unsubstantiated rumors or the spreading of slander

viii. Improper use of social media to force inclusion or exclusion; i.e. a coach requesting to friend a player

ix. Other such comments that a person using best judgment would not broadcast widely in person in an open public and inclusive forum

x. Commenting on, contributing to, reposting, or sharing of comments related to any of i. to ix. the above

Definitions

Participant(s): everyone involved in soccer activities such as players, coaches, officials, volunteers, administrators, executives, board members, trainers, etc. as well as anyone who has signed a participant code of conduct that cites the BC UCC; for example, a guardian of a minor who is registered and has signed the code of conduct.

Guidelines

Applicable Operational Procedures

Compliance to BC Soccer Governing Documents
In accordance with BC Soccer's "*Bylaws 3.4.a.ii"* all member organizations must comply with the applicable Bylaws, Rules and Regulations, Judicial Code and Policies, other Policies, decisions and directives of BC Soccer and the statutes, bylaws, regulations, directives and decisions of Canada Soccer, FIFA at all times

-End-

British Columbia Soccer Association

250-3410 Lougheed Highway, Vancouver, BC V5M 2A4
Phone: 604-299-6401 Fax: 604-299-9610
Website: www.bcsoccer.net