

## APPENDIX B1: Code of Conduct

*This Code has been prepared by Ontario Soccer and this Code is applicable to Ontario Soccer and its Affiliate Organizations. This document cannot be modified by any Affiliate Organization without consultation and approval from Ontario Soccer*

### Definitions

1. The following terms have these meanings in this Code:
  - a) "Affiliate Organization" – means any Ontario Soccer District Association, League, Club, Ontario Recognized Academy, or Registered Organization.
  - b) "Case Manager" – means an individual who is responsible for managing complaints after a 'Request for Reconsideration' has been submitted, appointing a Final Decision Making Panel, and performing other duties as described in this Code.
  - c) "Code" – means this Code of Conduct and Ethics
  - d) "Complainant" – the Party alleging an infraction
  - e) "Complaints Administrator(s)" – An individual or individuals appointed by Ontario Soccer or the applicable Affiliate Organization, to be the first point-of-contact for all Code of Conduct and Ethics complaint matters reported to Ontario Soccer or an Affiliate Organization
  - f) "Days" – shall mean total days, including weekends and holidays, but not including the date of the meeting, hearing or event in question, or the date by which a response if any is required.
  - g) "Final Decision Making Panel" – shall mean a group consisting of either one or three persons who are appointed by a Case Manager to decide on a case in accordance with this Code.
  - h) "Individuals" – means all categories defined in the Ontario Soccer Bylaws or the Affiliate Organization's Bylaws, as well as all individuals employed by, or engaged in activities with, Ontario Soccer or an Affiliate Organizations including, but not limited to, Administrators, Coaches, Directors, Employees, Players, Registered Teams, Registrants, Team Officials, volunteers, spectators, parents/guardians or Representatives.
  - i) "Party" – The Complainant or Respondent.
  - j) "Respondent" – The alleged infracting Party.
  - k) "Workplace" – means any place where business or work-related activities are conducted. Workplaces include but are not limited to, the Ontario Soccer or Affiliate Organization's office, work-related social functions, work assignments outside the office, work-related travel, and work-related conferences or training sessions

### Purpose

2. The purpose of this Code is to ensure a safe and positive environment within Ontario Soccer and its Affiliate Organizations' programs, activities, and events by making Individuals aware that there is an expectation, at all times, of appropriate behaviour. Ontario Soccer and its Affiliate Organizations supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.



## Application of this Code

3. This Code applies to Individuals' conduct during attendance at Ontario Soccer or its Affiliate Organizations' workplace, business, activities, and events including, but not limited to, competitions, tournaments, practices, tryouts, training camps, travel associated with Ontario Soccer or Affiliate Organization activities, meetings of the Board of Ontario Soccer or an Affiliate Organization, and any other Ontario Soccer or Affiliate Organization meetings.

4. This Code also applies to Individuals' conduct outside of Ontario Soccer or Affiliate Organization business, activities, and events when such conduct adversely affects relationships within Ontario Soccer or its Affiliate Organization(s) (and its work and sport environment) or is detrimental to the image and reputation of Ontario Soccer or the Affiliate Organization. Such applicability will be determined by Ontario Soccer or the Affiliate Organization, as applicable, at its sole discretion.

5. An Individual who violates this Code may be subject to a formal complaint, a discipline process and the imposition of sanctions, pursuant to this Code.

6. This Code does not prevent immediate discipline or sanction from being applied as reasonably required. Further discipline may be applied according to this Code. Any infractions or complaints occurring within competition will be dealt with by the procedures specific to the competition, if applicable.

7. Sanctions set out within the Code do not apply to any Ontario Soccer or Affiliate Organizations employees or contractors as such matters are governed by individual policies that expressly apply to employees, such as the applicable organization's human resources policy or employment/contractor agreements.

## Jurisdiction

8. Organizational jurisdiction over complaints within Ontario Soccer and its applicable Affiliate Organizations will be determined based upon where and when the conduct occurred, as determined by Ontario Soccer and the applicable Affiliate Organization and may include the use of this Code or the Ontario Soccer Discipline Policy, but will not include both.

## Responsibilities

9. 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,
- ii. athletic ability, race or perceived race, nationality, ancestry, place of origin, colour, ethnic
- iii. origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age,
- iv. class, marital status, family status, religion, political belief, physical or mental disability,
- v. economic status or source of income
- vi. Focusing comments, criticism or disciplinary actions appropriately
- vii. Demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
- viii. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory



- ix. Treating individuals fairly and reasonably
- x. Adhering to Ontario Soccer and Affiliate Organization rules and policies and the spirit of those rules and policies
- xi. 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 includes 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 Ontario Soccer or an Affiliate 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 to 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 in an attempt 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) Comply, at all times, with the Ontario Soccer and/or Affiliate Organization bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time
- k) Treat all other Individuals with respect
- l) Report to Ontario Soccer or an Affiliate 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

## Officials

- In addition to section 9 (above), officials will have additional responsibilities to:
- a) Maintain and update their knowledge of the rules and rules changes



- b) Work within the boundaries of their position's description while supporting the work of other
- c) officials
- d) Act as an ambassador of Ontario Soccer and/or their Affiliate Organization by agreeing to
- e) enforce and abide by national and provincial rules and regulations
- f) Take ownership of actions and decisions made while officiating
- g) Respect the rights, dignity, and worth of all individuals
- h) Not publicly criticize other officials or any club or association
- i) Act openly, impartially, professionally, lawfully, and in good faith
- j) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
- k) Respect the confidentiality required by issues of a sensitive nature, which may include
- l) ejections, defaults, forfeits, discipline processes, appeals, and specific information or data
- m) about Individuals
- n) Honour all assignments unless unable to do so by virtue of illness or personal emergency,
- o) and in these cases inform the assignor or association at the earliest possible time
- p) When writing reports, set out the true facts
- q) Dress in proper attire for officiating

18. Officials will **not**:

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

To review the entire Code of Conduct please follow this link:

[https://cdn3.sportngin.com/attachments/document/d960-1787126/Ontario\\_Soccer\\_Policies\\_Updated\\_Dec.\\_7\\_2019\\_.pdf](https://cdn3.sportngin.com/attachments/document/d960-1787126/Ontario_Soccer_Policies_Updated_Dec._7_2019_.pdf)



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