



Owen Sound Minor Soccer Association

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[www.owensoundminorsoccer.ca](http://www.owensoundminorsoccer.ca)

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## Code of Conduct and Ethics

### Contents

1.0 Purpose.....	1
2.0 Scope.....	1
3.0 Responsibilities.....	1
4.0 Integrity in Sport.....	2
5.0 Harassment.....	2
6.0 Directors, Board Members, and Staff.....	4
7.0 Team Personnel.....	4
8.0 Athletes (with the assistance of their caregivers when necessary).....	5
9.0 Officials.....	6
10.0 Parents/Guardians and Spectators.....	6
11.0 Disciplinary Action.....	7

## **1.0 Purpose**

The Owen Sound Minor Soccer Association (OSMSA) has developed the following Code of Conduct and Ethics to ensure a safe, positive, and inclusive environment during all OSMSA programs, activities, and events by outlining the expectations of conduct for all individuals in attendance.

OSMSA adopts the Canada Soccer Code of Conduct and Ethics. The full policy can be found here:

[https://canadasoccer.com/wp-content/uploads/2020/11/CSA\\_Code\\_of\\_Conduct\\_and\\_Ethics\\_FINAL\\_22.09.17\\_EN.pdf](https://canadasoccer.com/wp-content/uploads/2020/11/CSA_Code_of_Conduct_and_Ethics_FINAL_22.09.17_EN.pdf)

## **2.0 Scope**

This Code applies to all board members, match officials, athletes/players, coaches, staff, volunteers, and spectators participating in or in attendance of any OSMSA activities including, but not limited to games, tournaments, events, practices, tryouts, training camps/sessions, and meetings.

## **3.0 Responsibilities**

All aforementioned parties have a responsibility to:

- Comply, at all times, with OSMSA's outlined By-Laws, Rules and Regulations, policies, and procedures
- Behave in a way that prioritizes having fun, improving skills, making friends, and learning sportsmanship
- Set an example and conduct yourself respectfully and courteously towards all individuals, regardless of body type, physical characteristics, athletic ability, age, ethnic origin, disability, family status, marital status, gender identity, and sexual orientation
- Resolve conflicts in a professional and civil manner on issues that may be in dispute
- Demonstrate the spirit of fair play, sport leadership, and ethical conduct
- Abide by and respect the officials and their authority during games and not question or confront officials
- Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
- Respect opponents by remaining modest and composed in both victory and defeat

## 4.0 Integrity in Sport

All aforementioned parties have a responsibility to:

- Abstain from the use of non-medical drugs or performance enhancing drugs
- Refrain and condemn all forms of bribery and corruption
- Refrain from accepting or giving gifts or other benefits that influence an act related to official activities
- Refrain from using forged or falsified documents

## 5.0 Harassment

All aforementioned parties have a responsibility to:

- Refrain from any behavior that constitutes harassment; any form of unwanted physical or verbal behavior which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:
  - a. Written or verbal abuse, threats, or outbursts
  - b. The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances
  - c. Unwelcome remarks, jokes, comments, innuendos, or taunts
  - d. Leering or other suggestive or obscene gestures
  - e. Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect conditions of participation
  - f. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
  - g. Any form of hazing
  - h. Retaliation or threats of retaliation against an individual who reports harassment
  - i. Bullying
  - j. Offensive or intimidating phone calls, texts, voice mails, or emails
  - k. Displaying or circulating offensive pictures, videos, or materials in printed or electronic form
  - l. Psychological abuse
  - m. Discrimination
  - n. Words, actions, or an environment which is know or should reasonable be known to be offensive, embarrassing, humiliating, demeaning, or intimidating

- o. Behaviors such as described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
- Refrain from any behavior that constitutes violence; the exercise of physical force (or attempt of) that causes or could cause physical injury, or a statement/behavior that could be interpreted as a threat to exercise physical force. Types of behavior that constitute violence include, but are not limited to:
  - a. Verbal threats to attack
  - b. Sending or leaving threatening notes, texts, voice mails, or emails
  - c. Making threatening physical gestures
  - d. Wielding a weapon
  - e. Hitting, pinching, or unwanted touching which is not accidental or deemed to be generally accepted as a part of sport participation
  - f. Throwing an object in the direction of someone
  - g. Blocking normal movement or physical interference with or without the use of equipment
  - h. Any attempt to engage in the type of conduct outlined above
- Refrain from any behavior that constitutes sexual harassment; unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:
  - a. Sexist jokes
  - b. Sexual violence
  - c. Display of sexually offensive material
  - d. Sexually degrading words used to describe a person
  - e. Inquiries or comments about a person's sex life
  - f. Unwelcome sexual flirtations, advances, requests, invitations, or propositions
  - g. Inappropriate sexual touching, advances, suggestions, or requests
  - h. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
  - i. Physical or sexual assault

## **6.0 Directors, Board Members, and Staff**

OSMSA's directors, board members, and staff must also:

- Comply and be familiar with all applicable governance documents from the Ontario Soccer Association (OSA), Southwest Soccer, and OSMSA
- Act with honesty and integrity

- Conduct themselves openly, professionally, lawfully, and in good faith in the best interests of OSMSA
- Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
- Be fair, equitable, considerate, and honest in all dealings with others
- Exercise the degree of care, diligence, and skill required in the performance of their duties
- Respect the decisions of the majority
- Commit the time to attend meeting and be diligent in preparation for, participation in, and follow-up from such meetings

## **7.0 Team Personnel**

The team personnel-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Team personnel 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. Team personnel 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. Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
- c. Act in the best interest of the athlete's development as a whole person
- d. Meet team personnel credentials required by OSMSA
- e. 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
- f. Dress professionally, neatly, and inoffensively
- g. Use offensive language

Team personnel 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

## **8.0 Athletes (with the assistance of their caregivers when necessary)**

In addition to the aforementioned responsibilities, athletes will have additional responsibilities to:

- Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
- Participate and appear on-time and be prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
- 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
- Adhere to OSMSA's rules and requirements regarding clothing and equipment
- Never ridicule a participant for a poor performance or practice
- Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators
- Dress in a manner representative of OSMSA, focusing on neatness, cleanliness, and discretion
- Act in accordance with OSMSA's policies and procedures and, when applicable, additional rules as outlined by coaches or managers

## **9.0 Officials**

In addition to aforementioned responsibilities, officials will have additional responsibilities to:

- Maintain and update their knowledge of the rules and rules changes
- Work within the boundaries of their position's description while supporting the work of other officials
- Act as an ambassador of OSMSA by agreeing to enforce and abide by national and provincial rules and regulations
- Take ownership of actions and decisions made while officiating
- Respect the rights, dignity, and worth of all individuals
- Not publicly criticize other officials or any club or association
- Act openly, impartially, professionally, lawfully, and in good faith
- Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
- Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals

- Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform the assignor or association at the earliest possible time
- When writing reports, set out the true facts
- Dress in proper attire for officiating

Officials will not:

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

## **10.0 Parents/Guardians and Spectators**

In addition to the aforementioned responsibilities, parents/guardians and spectators will:

- Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence
- Condemn the use of violence in any form
- Never ridicule a participant for making a mistake during a performance or practice
- Provide positive comments that motivate and encourage participants' continued effort
- Respect the decisions and judgments of officials, and encourage athletes to do the same
- Never question an official's or staff member's judgment or honesty
- Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm
- Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers
- Not harass competitors, coaches, officials, parents/guardians, or other spectators

## **11.0 Disciplinary Action**

Failure to abide by the aforementioned rules and guidelines will result in disciplinary action that could include, but is not limited to:

- Verbal or written warning by an official, coach, convenor, and/or committee member
- Game suspension with written documentation of the incident to be kept on file by OSMSA

- Multiple game or remainder of the season suspension with written documentation of the incident to be kept on file by OSMSA
- Any further disciplinary action will be determined by the Discipline Committee

I agree to comply with the Code of Conduct and Ethics for the Owen Sound Minor Soccer Association.

Staff/volunteer's signature

Date