



# STING FOOTBALL CLUB

OFFICIAL DOCUMENT

## Code of Conduct & Ethics

### Introduction

Edmonton Sting FC adheres to the Canada Soccer Association (CSA) Code of Conduct and Ethics policy to ensure behavior consistent with Canada Soccer's core values. Edmonton Sting FC supports equal opportunity, prohibits discriminatory practices and is committed to providing an environment in which all individuals are treated with respect.

The Code of Conduct and Ethics policy applies to all Team Officials, Staff, Volunteers, Players, members and anyone present during Club activities.

### Responsibilities

Everyone must:

- Comply with Club by-laws, policies and directives.
- Comply with policies and directives issued by governing bodies (Edmonton Minor Soccer Association, Alberta Soccer Association and Canada Soccer)
- Work in a spirit of partnership to collaborate with others.
- Resolve conflicts in a professional and civil manner.
- Maintain and enhance the dignity and self-esteem of everyone involved with our Club by:
  - Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, ancestry, color, race, citizenship, ethnic origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
  - Directing comments and criticism appropriately and avoiding public criticism of others
  - Consistently demonstrating the spirit of fair play, sport leadership and ethical conduct
    - Respect for both the letter and spirit of the rules
    - Respect for referees and their decisions
    - Respect opponents, including modesty in victory and composure in defeat
    - Facilitation of access to Sport
    - Always maintain self-control
- Refraining from the use of power or authority to coerce another person to engage in inappropriate activities
- Promote Sport in the most constructive and positive manner possible
- Respect the property of others

## **Integrity in Sport**

When in attendance at all official Club activities or events, training, competition games, or any other time to the Club is represented, all individuals shall show integrity for the game.

Demonstrating for Respect in Sport means:

- Abstaining from non-medical drug use or the use of performance enhancing drugs or methods, always adhering to the Canadian Anti-Doping Program.
- Refrain from consuming alcohol and from the use of illicit drugs
- Refrain from consuming alcohol and using tobacco in the presence of minors
- Refrain from all forms of corruption and bribery
- Refrain from falsifying or forging documents
- Treat all information gained while with the Club as confidential
- Treat and dispose of all personal information once it are no longer required
- Be transparent in actions and decisions

## **Harassment**

Everyone is to refrain from any behavior that constitutes harassment - any form of discrimination that involves any unwanted physical or verbal behavior that offends or humiliates. Generally, harassment is a behavior that persists over time. Serious one-time incidents can also be considered harassment. Types of behavior that constitute harassment include, but are not limited to:

- Bullying
- Written or verbal abuse, threats or outbursts.
- Displaying visual material which is offensive, or a reasonable person ought to know it is offensive in the circumstances
- Unwanted and/or un-professional contact i.e. phone calling, texting, emails, social media contact etc.
- Unwelcome remarks, jokes, comments, innuendos, taunts
- Suggestive or obscene behavior
- Condescending or patronizing behavior
- Practical jokes which cause awkwardness or embarrassment, endanger personal safety or negative impact
- Retaliation or threats to those who report harassment

## **Sexual Harassment**

Everyone is to refrain from any behavior that constitutes sexual harassment - any form of unwelcomed sexual comments and sexual advances, requests for sexual favors or conduct of sexual nature. Types of behavior that constitute harassment include, but are not limited to:

- Sexist jokes
- Sexual violence
- Display of sexual offensive material
- Using degrading words
- Inquiries or comments about a person sex life
- Unwelcome sexual flirtations, advances, requests, invitations or propositions

- Inappropriate sexual touching, advances, suggestions or requests
- Unwanted physical contact, touching, petting, pinching or kissing

### **Violence**

Everyone is to refrain from any behavior that constitutes violence - the exercise, or attempt, of physical force that causes or could cause physical injury. Making statements or displaying behavior that is reasonably interpreted as a threat of physical force. Types of behavior that constitute harassment include, but are not limited to:

- Physical attack
- Verbal threat of attack
- Sending threatening notes, texts, phone calls, e-mail or social media etc.
- Wielding a weapon, or throwing objects
- Hitting, pinching, spitting or any other physical contact not generally accepted as part of the game

### **Reporting**

All allegations or suspicions of behavior which contravene this policy can be reported to the Club Administrator ([admin@edmontonsting.com](mailto:admin@edmontonsting.com)).

The identity of the person submitting a report shall remain confidential. The Board of Directors shall investigate all allegations and determine the outcomes. Edmonton Sting FC may request the assistance of Edmonton Minor Soccer Association (EMSA) as deemed appropriate.

If an allegation or suspicion of potentially illegal behavior is reported to Edmonton Sting FC, Edmonton Sting FC reserves the right to refer the matter to the police and/or the Government of Alberta Children and Family Services whenever it deems it appropriate.