

# **Code of Conduct**

# **Disciplinary Code of Conduct**

The Code of Conduct complements the ‘Zero Tolerance Policy’ and is intended to identify behavior that is deemed to be incompatible with this policy and as such is unacceptable and is subject to disciplinary actions. The code is developed from Ontario Soccer Association (OSA) policies and procedures. A complete listing of conduct subject to disciplinary actions is available on the OSA website at ‘[www.soccer.on.ca](http://www.soccer.on.ca/)’.

Game Officials (Referees and assistants) are mandated to enforce OSA game rules.

Team Officials (coaches and assistants) are mandated to ensure team members, spectator and team official compliance with the code of conduct.

The WTFC Soccer Club Discipline Committee is responsible to deal with all non-compliance issues in accordance with the OSA guidelines. Appeals of decisions rendered by the Discipline Committee are handled by the Essex County Soccer Association.

Violation of municipal and provincial laws will be referred to the proper authorities, as required.

## **Players, Team Officials (Coaches and Assistants), Game Officials (Referees and Assistants) and Spectators**

**Assault/Fighting**

No player, team official or spectator shall assault, attack or physically abuse any other player, team official, game official, spectator or league official.

Assault includes punching, kicking, slapping, biting, shoving, spitting, throwing of an object.

## **Threatening**

No player, team official or spectator shall threaten any other player, team official, game official, spectator or league official.

## **Unsportsmanlike Conduct**

No player, team official, game official or spectator shall swear, make rude, vulgar, offensive or insulting gestures at any other player, team official, game official, spectator or league official.

No player, team official, game official or spectator shall verbally insult, abuse or offend another player, team official, game official, spectator or league official.

## **Inappropriate Contact**

No player, team official, game official or spectator shall touch, fondle or in any way make physical conduct with any other player, team official, game official, spectator or league official that may be construed as inappropriate, offensive, or illegal.

No player, team official, game official or spectator shall instruct, incite or encourage any other player, team official, game official, spectator or league official to violate game rules or code of conduct measures. Should any inappropriate behaviour be witnessed or reported the club will investigate with local sporting or legal authorities.

Any suspected activity of child abuse will be reported to local law enforcement.

**Processes and Procedures**

Avoiding Conflicts of Interest

WTFC requires Personnel to avoid all situations in which their personal interests conflict or might appear to conflict with their duties with the Organization. Personnel should avoid acquiring any interests in or participating in any activities that would tend to:

* Deprive the Organization of the time or attention required to perform their duties properly; or
* Create a distraction that might affect their judgment or ability to act solely in the Organization’s best interests.

Personnel are prohibited from using or disclosing any information about the Organization for personal gain or at the expense of the Organization. Personnel shall disclose to their supervisors or to the Board of Directors in writing all business, commercial and financial interests or activities where such an interest or activity might reasonably be regarded as creating an actual or potential conflict with their duties or the mandate of this Organization. Personnel who are charged with managerial or supervisory responsibility are required to see that actions taken and decisions made within are free from the influence of any interest that might reasonably be regarded as conflicting with those of the Organization.

Confidentiality

Confidential Information includes any information that is not known to the general public and includes, but is not limited to, all computer software and files, strategic objectives, WTFC business and financial documents, sponsorship and support records and all volunteer, membership and employee information.

Personnel shall:

* Respect and maintain the confidentiality of Confidential Information gained as Personnel.
* Refrain from discussing, releasing or using Confidential Information without proper authority to anyone not employed by WTFC.
* Abide by all privacy laws and regulations.

Reporting Conduct in Violation of the Code

Personnel are each responsible for being aware of, understanding and complying with this Code. Any issues with respect to violations of this Code are to be made in writing to your director (unless it involves your Director) or the Executive Director. If the Executive Director is involved in the reported violation, issues should be identified in writing to the Board of Directors. Any reported concerns will be treated with urgency, consideration, and discretion. Failure by Personnel to report any actual or potential violation of the Code will be viewed as condoning a violation of this Code, which may be subject to discipline, up to and including termination of employment, engagement or association with WTFC for cause.

There shall be no reprisal or other action taken against any Personnel who, in good faith, bring forward concerns about actual or potential violations of laws or the Code. Anyone engaging in any form of retaliatory conduct will be subject to disciplinary action, which may include termination of employment, engagement or association with WTFC for cause.

Conflict Dispute

Should an issue arise internally to where the board of directors cannot or shouldn’t be involved due to an inability to be impartial, WTFC will rely on the ESCA for assistance in overseeing the matter.