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**Calgary City FC Code of Conduct Policy**

All members:

**The following code of conduct was created/updated on September 29, 2023**

Parents, players, coaches, technical trainers, committee members, board of directors, volunteers and team officials are expected to adhere to the Calgary City FC Code of Conduct. Any members judged to be in breach of the stipulations laid out in the Code of Conduct as outlined below may be subject to suspension or termination of membership, volunteer roles, or coaching duties without refund or option of appeal. Discipline decisions will be determined by the Club’s Director and Board of Directors.

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All members and team officials shall act respectfully towards other members, team officials, clubs, league representatives, opposing players, parents, facilities, equipment, and league referees. Disrespectful behaviour may include, but is not limited to; bullying, derogatory comments or gestures, instigating or using aggressive language or actions, violence, disrespectful social media comments, and all other forms of harassment as identified in the Calgary Minor Soccer Association Harassment Policy.

**Expectations for Players:**

• Wear uniform proudly.

• Arrive on time.

• Follow the directions of your coach.

• Act in a sportsmanlike manner always.

• Avoid improper conduct.

• Respect the referee’s decision.

• Be aware that the laws of soccer forbid abusive language and prejudicial innuendo.

• While representing the Calgary City Football Club at tournaments or any other event, all players

 will conduct themselves in a proper and orderly manner.

• When required, all players will wear the uniform.

 **Expectations for** **Coaches:**

It is mandatory for coaches to review and adhere to the specific code of conduct provided by CCFC to ensure coaches meet the expected standards and ethics.

1. Ethical and respectful behavior towards players, parents, referees, and other coaches.

2. Compliance with all club and league rules and regulations.

3. Promoting a safe and inclusive environment for all participants.

4. Fair and unbiased treatment of players.

5. Fostering good sportsmanship and character development.

6. Proper training and certification requirements.

7. Effective and respectful communication with parents, and club officials.

8. Maintain confidentiality and privacy of player information.

9. Handling disputes and conflicts in a professional manner.

10. Dress code and appearance standards.

11. Always adhere to the “Rule of Two” This means that any one-on-one interaction between a club representative and an athlete must take place within the presence of a second adult, except for medical emergencies. Should there be a circumstance where a screened, trained, and certified representative is not available, a screened volunteer, parent, or adult can be recruited to fill this role.

12. Treat players with respect and allow them to participate equally irrespective of their talent/skill level.

13. Be responsible for encouraging appropriate conduct by parents and players at games.

14. Help athletes develop a positive self-image.

15. Coaches must represent the Club’s interests, values, and philosophy at all times.

16. Coaches must promote the Club’s interest by maintaining team unity.

17. While representing our club at tournaments or any other event, it is the responsibility of the coaches/chaperones to ensure that all players under their control will not conduct themselves in manners that embarrass, disrespect, or demean their hosts or act in any way which would serve to bring our club into disrepute.

**Expectations for Parents:**

A Parents' Code of Conduct is a set of guidelines and expectations for parents and guardians of youth athletes, especially in youth sports organizations and clubs. The specific code of conduct may vary from one organization to another, but here is a general outline of what the CCFC parent Code of Conduct includes:

1. Positive Support: Parents should support their child's participation in sports and encourage them to have fun, develop skills, and build character. Avoid pressuring, criticizing, or pushing the child too hard.

2. Respect for All: Treat coaches, officials, other parents, and players with respect and courtesy. Avoid arguing with coaches, referees, or other parents.

3. Safety and Well-being: Ensure that your child is physically and emotionally prepared for the sport, and understand the risks associated with it. Be attentive to their safety and well-being.

4. Appropriate Communication: Communicate with coaches and administrators in a respectful and constructive manner. Avoid confrontations and disruptive behavior.

5. Sportsmanship: Promote good sportsmanship and fair play. Encourage your child to be a good sport, to win or lose gracefully, and to respect opponents.

6. Punctuality: Ensure your child is on time for practices, games, and other team activities. Respect the schedules and time commitments of the team.

7. Financial Obligations: Fulfill financial commitments to the sports organization promptly, including registration fees and fundraising obligations.

8. Boundaries: Respect the roles of coaches, referees, and other team officials. Do not interfere with their decisions or undermine their authority.

9. Avoid Unnecessary Criticism: Avoid criticizing the coach or your child's performance during games or practices. Allow the coach to provide guidance and feedback.

10. Conflict Resolution: If you have concerns or issues, address them through appropriate channels, such as the organization's grievance procedures, rather than openly airing grievances during games or practices. Concerns or issues must be address after 24 hours of the event, unless needs to taking care immediately for the safety of a player or club representative.

11. Support Team Efforts: Recognize that youth sports are a team endeavor, and emphasize the importance of teamwork to your child.

12. Privacy: Respect the privacy of other families and athletes. Do not share personal or sensitive information without permission.

13. Abide by Organizational Rules: Comply with all rules and policies set forth by the sports organization, including those related to attendance, conduct, and eligibility.

These guidelines help create a positive and supportive environment for youth athletes, allowing them to enjoy their sports experience and develop essential life skills. Parents are required to acknowledge and agree to such codes of conduct when their child joins CCFC. It's essential for parents to be role models and create a positive atmosphere for their children and the entire sports community.

**Expectations for Board of Directors:**

Calgary City Football Club is committed to maintaining the highest standards of ethics, integrity, and professionalism in all aspects of its operation. The Board of Directors plays a crucial role in guiding and overseeing the club's activities. This Code of Conduct outlines the expectations and responsibilities of board members to uphold the club's values and protect its interests.

This Code of Conduct will be reviewed regularly and updated as necessary to reflect changes in the club's operations and external factors. It is essential for board members to understand and adhere to these guidelines to maintain the club's reputation and achieve its mission and objectives.

1. Fiduciary Responsibility:

1.1. Act in the best interests of Calgary City Football Club and its stakeholders, placing the club's welfare above personal interests.

1.2. Avoid any conflicts of interest, and if/when they do arise, disclose them promptly to the Board and abstain from participating in related side discussions and decisions.

2. Confidentiality:

2.1. Safeguard all non-public information obtained through board membership. This includes sensitive financial data, strategic plans, and personnel matters.

2.2. Do not disclose confidential information to unauthorized parties, including other board members not involved in the specific matter.

3. Integrity and Accountability:

3.1. Act honestly, ethically, and transparently in all dealings related to Calgary City Football Club.

3.2. Take responsibility for your actions and decisions and be willing to be held accountable for them.

4. Board Conduct:

4.1. Demonstrate respect, civility, and professionalism when interacting with fellow board members, club employees, and volunteers.

4.2. Promote an atmosphere of open and constructive dialogue within the board, valuing diverse perspectives.

5. Compliance with Laws and Regulations:

5.1. Ensure the club complies with all applicable laws, regulations, and governing rules.

5.2. Be aware of, and act in accordance with, all legal requirements, including those related to nonprofit organizations and sports clubs.

6. Duty of Care:

6.1. Attend board meetings regularly and prepare adequately for meetings by reviewing relevant materials and reports.

6.2. Make decisions based on thorough consideration and due diligence, aiming for the best interests of the club.

7. Representation:

7.1. Represent Calgary City Football Club positively and professionally in public settings and in dealings with sponsors, partners, fans, and the media.

7.2. Do not make unauthorized commitments or statements on behalf of the club.

8. Financial Stewardship:

8.1. Exercise prudent financial management and oversight to safeguard the club's assets and resources.

8.2. Approve budgets and expenditures that align with the club's strategic goals.

9. Compliance with the Code:

9.1. Acknowledge and abide by this Code of Conduct. Report any violations to the Board Chair or the Ethics Committee.

10. Continuous Improvement:

10.1. Strive for ongoing personal and collective development by seeking opportunities to enhance your knowledge and skills relevant to board service.

11. Breach and Consequences:

11.1. Violations of this Code may result in disciplinary action, up to and including removal from the board.