

## **BC SOCCER CONDUCT, ETHICS AND DISCIPLINE STANDARDS AND POLICY**

Revised November 2, 2017

### **Excerpt of Sections 1.6 through 1.8**

1.6 Responsibility of Individuals Participating in Soccer

1.7 Integrity in Sport

1.8 Free of Harassment

### **1.6 Responsibility of Individuals Participating in Soccer**

Those participating in sanctioned soccer have a duty and responsibility to conduct themselves appropriately respecting the F.I.F.A. Laws of the Game and as well as the rules of the clubs, leagues, districts in which they participate and of BC Soccer. These laws and rules are published and readily available. **Rule 10 Discipline of the BC Soccer Rules and Regulations clearly lays out BC Soccer's broad responsibility to ensure the proper conduct of all individuals involved in sanctioned soccer.**

Namely:

- a) The Board shall have the power to inquire into the conduct of any person or organization in the member's capacity as a player, team official, game official, team, Club, District or League, and may take disciplinary action where it is determined that a person or organization has:*
- i. Violated F.I.F.A. Laws of the Game and/or the Association's game rules;*
  - ii. Violated rules established from time to time by the Association governing the conduct of members on and off the field;*
  - iii. Behaved in a manner considered by the Board to be unbecoming of a member registered with the Association;*
  - iv. Behaved in a manner considered by the Board not to be in the best interest of the game of soccer or the Association;*
  - v. Bet on any soccer match;*
  - vi. Attempted to offer, either directly or indirectly; any consideration whatsoever to another team, player or players of any other team, with a view to influence the result of the match;*
  - vii. Accepted consideration pursuant to clause vi);*
  - viii. Committed any act or made any statement either verbally or in writing, or been responsible for conduct, continuing misconduct or any other matter which, in the opinion of the Association, is considered to be unsporting, insulting or improper behaviour or likely to bring the game into disrepute.*

**For clarity, the failure to abide by Standards and Policy is a breach of Rule 10.**

**Any individual involved in soccer may only take part in soccer, play games, or attend games on condition that they observe the F.I.F.A. Laws of the Game and the "Published Rules" of the BC Soccer and its member organizations.** All individuals involved in sanctioned soccer are subject to discipline. Every club and league is responsible for the actions of its players, team officials, administrators, spectators and all other participating persons. Every District is responsible for the actions of its clubs.

Every Club is responsible for the actions of its players, officials and spectators. Players, officials and spectators may only take part in or attend games on condition that they observe BC Soccer Rules and Regulations and its policies. As an extension of the Club, team staff are responsible for the actions of spectators when participating in sanctioned soccer activity.

Every club, league and district is required to take all precautions necessary to ensure its players, team officials, administrators and spectators conduct themselves in an orderly fashion and refrain from any one or combination of the following: racist, violent, threatening, abusive, obscene or provocative behaviour,

conduct or language whilst attending games and practices or taking part in any aspect of soccer. Off field activities such as comments in social networks, texts, emails, websites blogs, correspondence, bullying, gossip, misinformation, intimidation or any other such activity as related to soccer is subject to discipline whether directed at an individual participant, team or impacting the good of the game. The actual content, persistence, duration, distribution and degree of harm will determine the charge and severity.

All participants in soccer have a responsibility to:

- 1) Comply, at all times, with Canada Soccer's and BC Soccer's By-laws, policies, procedures, directives, and Rules and Regulations, as adopted and amended from time to time.
- 2) Work in a spirit of partnership to collaborate with all the stakeholders in soccer to align efforts to achieve our shared objectives as may be communicated from time to time in the Strategic plans of our parent bodies and of BC Soccer.
- 3) Resolve conflicts in a professional and civil manner on issues that may be in dispute.
- 4) Maintain and enhance the dignity and self-esteem of BC Soccer Members and other individuals by:
  - a. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation;
  - b. Complying with the By-laws, Rules and Regulations, and policies and decisions of soccer and sport governing bodies;
  - c. Directing comments or criticism appropriately and avoiding public criticism of participants in soccer and sport;
  - d. Consistently demonstrating the spirit of fair play, sport leadership, and ethical conduct;
  - e. Consistently treating individuals fairly and reasonably; and
  - f. Ensure adherence to the Laws of the Game.
  - g. Demonstrate respect for the principle of fair play, which include:
    - Respect for both the letter and spirit of the rules;
    - Respect for referees and their decisions;
    - Respect for opponents, including modesty in victory and composure in defeat;
    - Facilitation of access to sport; and,
    - Maintenance of self-control at all times.
  - h. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
  - i. Promote the sport in the most constructive and positive manner possible;
  - j. Respect the property of others and not willfully cause damage; and
  - k. Adhere to all federal, provincial, municipal and host country laws.

## **1.7 Integrity in Sport**

All participants in soccer have an obligation to ensure that there is integrity in the sport and as such must refrain from:

- 1) Non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Canada Soccer adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this Program shall be considered an infraction of this Code and may be subject to further disciplinary action, and possible sanction. The Member will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Canada Soccer or any other sport organization;
- 2) Associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has violated an anti-doping rule and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code;

- 3) From consuming alcohol in excess and from the use of illicit drugs while participating in soccer programs, activities, competitions, or events.
- 4) From consuming alcohol and using tobacco in situations where minors are present;
- 5) Accepting, encouraging or participating in forms of bribery and corruption;
- 6) Accepting or giving gifts or other benefits that influence an act that is related to their official activities. If in doubt, gifts shall not be offered or accepted.
- 7) From offering or accepting cash, other than reasonable per diems, expense reimbursement or salaries;
- 8) From forging or falsifying a document nor use such;
- 9) From betting in connection with soccer and not tolerate any form of manipulation of match results – whether for financial, sporting or political gain, and ensure information in any form that is not publicly available is not used for the above purposes for oneself or another party.

Further, participants will ensure that:

- 10) Information obtained while carrying out one's duties is treated as confidential if that information is received or can be understood as confidential. Respect the confidentiality of the information after the relationship with BC Soccer ceases;
- 11) Transparency in all of our actions and decisions;
- 12) To remain politically neutral with respect to sporting matters

## 1.8 Free of Harassment

All participants in soccer will ensure that all activities are free from harassment and have responsibility to:

- 1) Refrain from any behaviour that constitutes harassment, where harassment is defined according to the Canadian Human Rights Commission<sup>1</sup> as a form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates. Generally, harassment is a behaviour that persists over time. Serious one-time incidents can also sometimes be considered harassment.
- 2) 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, innuendo, or taunts;
  - d. Leering or other suggestive or obscene gestures;
  - e. Condescending or patronizing behaviour 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 or emails;
  - k. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;
  - l. Psychological abuse;
  - m. Discrimination;
  - n. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating;
  - o. 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;
  - p. 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:

- Verbal threats to attack;
  - Sending or leaving threatening notes or emails;
  - Making threatening physical gestures;
  - Wielding a weapon;
  - Hitting, pinching or unwanted touching which is not accidental or deemed to be generally accepted as a part of sport participation;
  - Throwing an object in the direction of someone; and
  - Blocking normal movement or physical interference, with or without the use of equipment
  - Any attempt to engage in the type of conduct outlined above.
- q. 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:
- Sexist jokes;
  - Sexual violence;
  - Display of sexually offensive material;
  - Sexually degrading words used to describe a person;
  - Inquiries or comments about a person's sex life;
  - Unwelcome sexual flirtations, advances, requests, invitations or propositions;
  - Inappropriate sexual touching, advances, suggestions or requests;
  - Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing; and
  - Physical or sexual assault.