



3133 SANDHILLS ROAD BADEN, ONTARIO, N3A 3B8

Code of Conduct

1. Players
2. Coaches & Officials
3. Members & Supporters
4. Code of Conduct to Protect Children

1. Player

Each Player will display behaviors that support the team is bigger than any one player. We all win and lose together.

- Play to have fun
- Play because you want to play, not because others want you to play
- Play by the rules
- Be a good teammate
- Be your best, always work hard and develop your skills on and off the pitch
- Team officials are there to assist and improve you
- Respect your teammates, the opposition, the Match Officials, and the Supporters on both teams

2. Team Officials You are the Leader and a role model, thus your actions and words make a difference.

- Be in control, respect the rules of the game and show grace regardless of the outcome
- Respect the Match Officials and their decisions
- Set proper expectations and communicate in a professional manner

- Discourage foul language and violent activities
- Praise often and set a good example in maintaining self-esteem in others
- Explain teaching moments rather than pointing out mistakes
- Constantly upgrade your coaching skills - courses, and delivery methods
- Be prepared and on time for Matches and Practices Team Official's..... I will commitment
- I will be an example of good behaviour through my actions and words
- I will be positive and maintain the self-esteem of others
- I will teach player's fair play: respect for others and good sportsmanship.
- I will show and speak respectfully to players, officials & supporters
- I will recognize player development beyond goal scoring
- I will arrive a minimum of 45 minutes prior to the match
- I will arrive to training a minimum of 15 minutes prior
- I will be prepared for my practice by planning my training sessions.
- I will develop my coaching skills
- I will dress appropriately as a coach at all games and practices with PE1982 gear ● I will notify players' parents of any injuries Name: Age Group Date: Signature:

3. Parents, Supporters & Members

- Children are not playing for you, it is for their enjoyment
- Be positive and encourage playing by the rules of the game
- Be respectful to the Match Officials, Teams Officials and both Teams
- Win or lose it is a game, focus on fair play and player development on and off the pitch
- Remember your actions and words will make a difference, show good sportsmanship

4. Code of Conduct to Protect Children At PE1982 we know a Code of Conduct is essential in creating safe environments for our Youth (defined as a person under the age of 18). Thus, we are committed to ensuring all children are protected and safe. The well-being of our youth members and their safety, and rights is a priority to us. We develop relationships with appropriate boundaries with our youth members and thus our policy will model the correct interactions. Whether or not a particular behavior or action constitutes inappropriate behaviour will be a matter determined by the Board having regard to all of the circumstances, including past behaviour, and allegations or suspicions related to such behaviour. In the event that a Team

Official fails to abide by this policy, the individual will be disciplined as per the Club's Discipline Policy. Rule of Two:

- Always adhere to the "Rule of Two". This means that any one-on-one interaction between a 'Person in Authority' and an athlete must take place within the presence of another 'Person in Authority', with the exception of medical emergencies. 'Person in Authority' is defined as an NCCP- trained or certified coach, a screened volunteer, or another adult.
- A Team Official should never be alone with an athlete prior to or following a game or practice, unless the Official is the athlete's parent or guardian. If the athlete is the first athlete to arrive, the athlete's parent/ guardian should remain until another athlete or Team Official arrives. Similarly, if an athlete would potentially be alone with a Team Official following a game or practice, the team official should ask another parent or guardian of another athlete to stay until all the athletes have been picked up. If an adult is not available then another athlete should be present in order to avoid the Team Official being alone with a single athlete. <https://coach.ca/sport-safety/responsible-coaching-movement/rule-two> Respecting the Youth and Maintaining Boundaries All Club Officials will:

- Treat all Youth with respect and dignity.
- Establish, respect, and maintain appropriate boundaries with all Youth and families involved in our Club. This includes monitoring our own behaviour, and being aware of the behaviour of our peers to ensure that behaviour is appropriate and respectful. All interactions and activities with Youth should be:
- Known to, and approved by, a designated person and/or the parents of the youth and tied to your duties.
- Designed to meet the Youth's needs, not our own needs. Always consider the Youth's reaction to any activities, conversations, behaviour or other interactions. If at any time you are in doubt about the appropriateness of your own behaviour or the behaviour of others, you should discuss it with the President of the Club. Team Officials will not:
- Engage in any sort of physical contact with a Youth that may make the child or a reasonable observer feel uncomfortable, or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any communication with a Youth within or outside of Team Official duties, that may make the Youth uncomfortable or that may be seen by a reasonable observer to be violating reasonable boundaries.
- Engage in any behaviour that goes against (or appears to go against) PE1982 mandate, policies, or Code of Conduct to Protect Children, regardless of whether or not they are serving on behalf of PE1982.

- Conduct their own investigation into allegations or suspicions of potentially illegal or inappropriate behaviour – it is a Team Official's duty to report the matter to the Board or Child Welfare Agency, not to investigate. Inappropriate Communication 1. Communication with a Youth or his/her family outside of an OSC context, regardless of who initiated the exchange. For example:
 - Personal phone calls or letters
 - Electronic communications (email, text message, instant message, online chats, social networking (including "friending"), etc.)
 - Excessive communications (online or offline) 2. Inappropriate Contact. Spending unauthorized time with a Youth or the child's family outside of designated volunteer activities. You must report all contact with a Youth or the child's family outside of designated activities prior to the contact occurring to the designated person within our organization. 3. Favouritism. Singling out a Youth or certain children and providing special privileges and attention. For example, paying a lot of attention to, giving or sending personalized gifts, or allowing privileges that are excessive, unwarranted or inappropriate. 4. Taking Personal Photos/Videos. Using a personal cell phone, camera or video to take pictures of a Youth, or allowing any other person to do so, as well as uploading or copying any pictures you may have taken of a Youth to the Internet or any personal storage device.
5. Inappropriate behaviour also includes:
- Telling sexual jokes or making comments to a Youth that are in any way suggestive, explicit or personal.
 - Showing a Youth material that is sexual in nature, including, signs, cartoons, graphic novels, calendars, literature, photographs, screensavers, or displaying such material in plain view of a Youth or making such material available to a Youth.
 - Intimidating or threatening a child.
 - Making fun of a Youth (shaming, embarrassing, humiliating, criticizing, or blaming). Reporting If you are not sure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, discuss the issue with a Board Member, who will support you through the process. We each have a duty to report all suspicions of potentially illegal behaviour directly to police and/or child welfare. We all must report suspected child sexual abuse, inappropriate behaviour or incidents that you become aware of, whether the behaviour or incidents were personally witnessed or not. When an allegation or suspicion of potentially illegal behaviour is reported, police and/or a child welfare agency will be notified. PE1982 will follow up internally as appropriate. When an allegation or suspicion of inappropriate behaviour is made, PE1982 will follow up on the matter to gather

information about what happened and determine what, if any, formal or other disciplinary action is required. In the case of inappropriate behaviour, if:

- Multiple behaviours were reported;
 - Inappropriate behaviour is recurring, or;
 - The reported behaviour is of serious concern;
 - The organization may refer the matter to a child welfare agency or police. Travel Guideline ● A Team Official may not be alone in a car, share a room or be alone in a hotel room with an athlete unless the Team Official is the athlete's parent or guardian
 - Room or bed checks during overnight stays or Locker Room or Meeting Room must be done by two Team Officials
- Social Media Policy & Email** Social Media and Email are an important way for the PE1982 to educate and promote the PE1982 Brand. We recognize we need to protect our Brand's reputation and provide education and guidelines on how to appropriately use social media. Our Social Media policy includes all social media platforms,, but is not limited to, the use of Instagram, Facebook, Twitter, YouTube, blogs, websites, and any other public online forum. This policy applies to Players, Team Officials, Members, supporters, Board Members, Volunteers and Contractors. Team Officials and
- Players** ● Using social media to engage in improper conduct is expressly prohibited. ● Inappropriate language deemed to be which may include but is not limited to: harassment, explicit or threatening language, sexual, racial, or ethnic slurs or any type of cyberbullying directed at another player, coach, manager, or parent is expressly prohibited ● The Club has a zero-tolerance for any infractions of this policy and actions seen to violate this Policy will be enforced. Should a specific incident occur, the Club will take specific corrective actions which may include a: verbal/written warning, suspension, or expulsion from PE1982 All Club Information must be released via the PE1982 Club's official social media accounts before others can publish such information through their individual accounts.
- Use common sense and good judgment. What you post or publish will become public information.
 - Social Media should not be used for the posting or exchanging of information that has the potential to embarrass or bring the PE1982 or its related parties into disrepute.
 - Social Media should not be used for communicating confidential or competitively/commercially sensitive information.
 - When using social media and where possible, identify yourself and state that any opinions are yours and do not represent those of our club. Email
 - Individuals who wish to express or distribute Club material must first seek approval from the Board.

- PE1982 E-Mail accounts should be used only for business-related purposes; personal communication is prohibited.
- PE1982 will monitor all messages without prior notice.
- All PE1982 emails must be retained for at least 5 years as business records.
- Users are prohibited from automatically forwarding PE1982 emails to a third-party email system. Individual emails that are forwarded must not contain any PE1982 confidential information. Virtual Meeting Protocols This policy will serve to protect all players, parents, team and Club Officials, and Members, safe when this type of meeting is used. First, the rule of two will apply when any player is on the call. Standards for meetings:
 - Behave in a respectful way that is in line with our club values.
 - Participating in meetings with a 'camera on' feature is optional
 - Microphones may be unmuted if the meeting leader asks for you to speak or take part in group meetings.
 - Be early to your meeting.
 - All participants (coaches, players, parents) are all dressed appropriately, in club wear when possible
- **How to Report an Inappropriate Behavior:**
 - If anyone (player, parent, coach, or staff) witnesses or experiences inappropriate behavior:
 - Immediate Actions: Ensure the child is safe
 - Report immediately to: Club Safeguarding Officer / Director Head Coach or Academy Management.
 - Contact E-Mail Address: infoeagles1982@gmail.com
 - Reporting Process: Reports can be made verbally or in writing. Anonymous reporting is allowed where possible.
 - All reports are taken seriously and confidentially
 - Follow-Up: The academy will:
 - -Document the incident
 - -Investigate promptly
 - -Take appropriate disciplinary action
 - Note: Parents, coaches, and staff will receive this policy during: Registration Staff onboarding Seasonal meetings

- Team Bank Accounts

Teams can only open team bank accounts and collect funds from players for a known purpose - this purpose is for tournaments, team events, club wear for players etc. Teams will not be able to collect funds to simply put aside for future use. The Team must have a financial record with a recognized bank institution. Team banking activities must not be conducted through team officials' personal bank accounts. Individual team bank accounts require 2 signatures (the parties must not be related or be the head coach). Letters of permission for the opening of a Team bank account are available through the Club's Secretary. Please request this via your Team Manager. A detailed accounting of income and expenditures must be maintained along with all monthly bank statements. Upon the conclusion of each season, the balance in these team accounts should be \$0.00 if the funds have been used for their intended purpose. Any surplus in funds should be used for a team event or a team-based purpose, and not carried but they may over to the following season if necessary.

Fundraising All fundraising efforts must first be approved by the PE1982 . Teams can conduct fundraising activities to defray the costs for an activity that is not covered by the team fees collected at the beginning of the season. This can include tournament fees and team building events. All monies must be accounted for and deposited into the team bank account. All Teams need to establish fundraising agreement with the players and parent group, clearly describing the purpose of the fundraising, how the monies will be distributed and a fallback plan if the purpose of the fundraising is cancelled.