



# CODE OF CONDUCT AND ETHICS POLICY

## 1.0 - General

- 1.1 Brazilian Soccer Academy is committed to promoting positive behavior on and off the soccer field through the support of Coaches, Parents, Players, Volunteer and Officials.
- 1.2 Purpose: The purpose of this Code is to ensure a safe and positive environment (within Organization programs, activities, and events) by making Individuals aware that there is an expectation, at all times, of appropriate behavior. Organization supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

## 2.0 Application of this Code

- 2.1 This Code applies to Individuals' conduct during Organization business, activities, and events including, but not limited to, competitions, practices, tryouts, training camps, travel associated with Organization activities, Board of Director meetings and any other Organization meetings.
- 2.2 This Code also applies to Individuals' conduct outside of Brazilian Soccer Academy's business, activities, and events when such conduct adversely affects relationships within Brazilian Soccer Academy (and its work and sports environment) and is detrimental to the image and reputation of Brazilian Soccer Academy. Such applicability will be determined by Brazilian Soccer Academy, at its sole discretion.
- 2.3 An Individual who violates this Code may be subject to sanctions. In addition to facing possible sanction, an Individual who violates this Code during a competition may be ejected from the membership or competition and the Individual may be subject to additional discipline.

## 3.0 Responsibilities

- 3.1 Individuals have a responsibility to:
- Maintain and enhance the dignity and self-esteem of Individuals and other individuals by:
    - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, religion, religious belief, political belief, disability, or economic status

- Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members
  - Consistently demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct
  - Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory v. Consistently treating individuals fairly and reasonably
  - Ensuring adherence to the rules of soccer and the spirit of those rules
  - Focusing comments, criticism or disciplinary actions appropriately
  - Demonstrating the spirit of sportsmanship, sports leadership, and ethical conduct
  - Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory x. Treating individuals fairly and reasonably
- Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behavior that constitute harassment include, but are not limited to:
    - Written or verbal abuse, threats, or outbursts
    - The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances
    - Unwelcome remarks, jokes, comments, innuendo, or taunts
    - Leering or other suggestive or obscene gestures
    - Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions
    - Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance vii. Any form of hazing viii. Retaliation or threats of retaliation against an individual who reports harassment to Brazilian Soccer Academy
    - Bullying
    - Offensive or intimidating phone calls or emails
    - Displaying or circulating offensive pictures, photographs or materials in printed or electronic form
    - Psychological abuse
    - Discrimination
    - Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating
    - Behaviors 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
  - Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favour, or conduct of a sexual nature. Types of behavior 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, or propositions vii. Inappropriate sexual touching, advances, suggestions or requests
- Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- Unwelcome sexual flirtations, advances, requests, or invitations
- Physical or sexual assault
- Refrain from any behavior 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 behavior that it is reasonable to interpret as a threat to exercise physical force. Types of behavior that apply to this section include, but are not limited to:
  - Verbal threats to attack
  - Sending to or leaving threatening notes or emails
  - Making threatening physical gestures
  - Wielding a weapon
  - Hitting, pinching or unwanted touching which is not accidental
  - Throwing an object
  - Blocking normal movement or physical interference, with or without the use of equipment
  - Any attempt to engage in the type of conduct outlined above
- Abstain from the use of illegal drugs or the use of performance-enhancing drugs or methods. Brazilian Soccer Academy 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. Brazilian Soccer Academy will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Brazilian Soccer Academy or any other sport organization
- Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- While acting in the capacity as either a coach or volunteer responsible for supervising activities and/or athletes, refrain from consuming recreational drugs, intoxicants or alcohol
- In the case of minors, refrain from consuming alcohol, drugs or tobacco products
- Respect the property of others and not willfully cause damage
- Adhere to all federal, provincial, municipal and laws
- Comply, at all times, with Brazilian Soccer Academy's bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time
- Report to Brazilian Soccer Academy any ongoing criminal investigation, conviction, or existing bail conditions involving yourself, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance

### 3.2 Brazilian Soccer Academy management team:

In addition to section 6 (above), Brazilian Soccer Academy management team will have additional responsibilities to:

- Function primarily as a member of the management team of Brazilian Soccer Academy;
- Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Brazilian Soccer Academy business and the maintenance of Individuals' confidence
- Ensure that Brazilian Soccer Academy financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
- Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Brazilian Soccer Academy
- Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
- Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others
- Keep informed about Brazilian Soccer Academy activities, and general trends in the sectors in which they operate
- Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Brazilian Soccer Academy is incorporated
- Respect the confidentiality appropriate to issues of a sensitive nature
- Ensure that all Individuals are given sufficient opportunity to express opinions and that all opinions are given due consideration and weight
- Respect the decisions of the majority and resign if unable to do so
- Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
- Have a thorough knowledge and understanding of all Brazilian Soccer Academy governance documents

### 3.3 Coaches:

Coaches have many additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:

- Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
- Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes
- Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments

- Support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation with one of these programs
- Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
- Act in the best interest of the athlete's development as a whole person
- Meet the coaching credentials, as required by the Brazilian Soccer Academy
- Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes
- Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights
- Dress professionally, neatly, and with Brazilian Soccer Academy approved attire
- Use inoffensive language

#### 3.4 Coaches will not:

- Exceed the authority of assigned position
- Provide athletes with, or promote, encourage or condone the use by athletes of illegal drugs, alcohol, or performance enhancing substances or methods.
- Engage in a sexual relationship with an athlete

#### 3.5 Athletes

In addition, athletes will have additional responsibilities to:

- Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete
- Participate and appear on-time and be prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, and events
- Properly represent themselves and not attempt to participate in a competition for which they are not eligible because of age, classification, or other reason
- Adhere to the Brazilian Soccer Academy rules and requirements regarding clothing and equipment
- Never ridicule a participant for poor performance or practice
- Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other players, officials, coaches, or spectators
- Dress in a manner representative of the Brazilian Soccer Academy, focusing on neatness, cleanliness, and discretion
- Act in accordance with Brazilian Soccer Academy policies and procedures and, when applicable, additional rules as outlined by coaches or managers
- Refrain from consuming illegal drugs, alcohol or performance enhancing substances or methods while participating in Brazilian Soccer Academy competitions.

## 4.0 Taking Action

4.1 What to do if you witness any inappropriate conduct that goes against the above stated policies:

- Inform a Brazilian Soccer Academy staff, coach or volunteer right away
- If it is the case, inform Brazilian Soccer Academy management team

4.2 What not to do:

- Confront the violator
- Inform official authorities without communicating the incident to Brazilian Soccer Academy first
- Do nothing

IN ADDITION TO THE ABOVE DOCUMENT, THESE ARE THE DOCUMENTS TO BE SHARED WITH OUR NEW MEMBERS, PARENTS AND COACHES:

## BSA PLAYERS CODE OF CONDUCT

- 1 – I will participate because I want to, not just because my parents or coaches want me to.
- 2 – I will play by the rules, and in the spirit of the game.
- 3 – I will control my temper – fighting and “mouthing off” can spoil the activity for everybody.
- 4 – I will respect my opponents.
- 5 – I will do my best to be a true team player.
- 6 – I will remember that winning isn’t everything. That having fun, improving skills, making friends and doing my best are also important.
- 7 – I will acknowledge all good plays / performances – those of my team and of my opponents.
- 8 – I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.
- 9 – I will not discriminate on grounds of race, gender, or sexuality.

FAIR PLAY ALWAYS, FOR THE GOOD OF THE GAME.

\_\_\_\_\_  
Printed Name of Player or Parent / Guardian (if under 18 years old)

\_\_\_\_\_  
Signature of Player or Parent / Guardian

\_\_\_\_/\_\_\_\_/\_\_\_\_  
Date

## BSA PARENTS CODE OF CONDUCT

- 1 – I will not force my child to participate in sports.
- 2 – I will remember that my child plays sport for his or her enjoyment, not for mine.
- 3 – I will encourage my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- 4 – I will teach my child that doing one's best is as important as winning, so that my child will never feel defeated by the outcome of a game / event.
- 5 – I will make my child feel like a winner every time by offering praise for competing fairly and trying hard.
- 6 – I will never ridicule or yell at my child for making a mistake or losing a competition.
- 7 – I will remember that children learn best by example. I will applaud good plays / performances by both my child's team and their opponents.
- 8 – I will never question the officials' judgement or honesty in public.
- 9 – I will support all efforts to remove verbal and physical abuse from children's sporting activities.
- 10 – I will respect and show appreciations for the staff and volunteer coaches who give their time to provide sport activities for my child.
- 11 – I will respect the opposition's players, coaches, and parents.
- 12 – I will not coach my child from the sidelines; just support them positively.
- 13 – I will not discriminate on grounds of race, gender, or sexuality.
- 14 – I will use examples from the games (losses, hard times...) and use them as a tool to develop positive life skills in order to contribute to the formation of my child's character.

EDUCATION FOR LIFE.

\_\_\_\_\_  
Printed Name of Parent or Guardian

\_\_\_\_\_  
Signature of Parent or Guardian

\_\_\_\_/\_\_\_\_/\_\_\_\_  
Date



## BSA STAFF AND VOLUNTEERS CODE OF CONDUCT

1 – I will always support and follow BSA Player Development Philosophy, understanding and respecting the fact that each player has his own development pace.

2 – I acknowledge that my first responsibility is the well-being, health and safety of all players.

3 – I will be responsible for the actions of my players and parents and will work to educate the parents and players about BSA Philosophies and Codes of Conduct.

4 – I will strive to keep “winning” and “losing” in perspective while teaching the importance of overall long term development over the “win at all cost” mentality.

5 – I will teach all of my players to play fairly and to respect the laws of the game, officials, coaches, teammates and opponents.

7 – I will not ridicule or yell at my players for making mistakes or for performing poorly. I will remember that children play to have fun and must be encouraged to have confidence in themselves.

8 – I will remember that children need a coach they can respect. I will be generous with praise and set a good example.

9 – I will ensure that all athletes get equal instruction, support and fair playing time.

10 – I will strive to help each player reach his or her full potential and work to prepare them to move to the level of play.

11 – I will encourage players on my team(s) to move to the next level of play when ready to do so.

12 – I will make sure that equipment and facilities are safe and match the athlete’s ages and abilities.

13 – I will be reasonable when scheduling games and practices, remembering that young athletes have other interests and obligations.

14 – I will follow all rules and policies set forth by the Club, District, OSA, and CSA.

15. I will work in the spirit of cooperation with all BSA and opposing Club’s officials, administrators, coaches and spectators to provide the players with the maximum opportunity to develop.

16. I understand that we live in a multicultural environment and will ensure programs should include culturally appropriate activities, always ensuring everyone feels included all the time.

\_\_\_\_\_  
Printed Name of Parent or Guardian

\_\_\_\_\_  
Signature of Parent or Guardian

\_\_\_\_/\_\_\_\_/\_\_\_\_  
Date