

Ottawa City Soccer Club Code of Conduct

Last updated June 2025



As an employee, it is important for you to know what personal conduct is expected of you while on the job. In most instances, your own good judgment will tell you what the right thing to do is. In addition to complying with Club policies and job specific requirements, you are also expected to obey the rules and regulations at any facility leased or used by the Club. If your performance does not meet position requirements, you may be subject to disciplinary action, up to and including immediate termination, with or without notice, and with or without cause at any time.

The following are examples of conduct prohibited by Club policy. These examples are not intended to constitute a complete and exhaustive list of prohibited conduct. In addition, the Club reserves the right to change the examples listed below at any time with or without notice. While discipline for standard violations will follow a progressive disciplinary procedure, the Club reserves the right to implement discipline in accordance with the grievousness of the violation.

Violations of these or any other Club policies may subject you to disciplinary action, up to and including immediate termination:

- Theft, fraud, embezzlement or other proven acts of dishonesty.
- Any harassment of another employee (verbal, physical, or visual), including sexual harassment such as offensive gestures, unwelcome advances, jokes, touching, or comments of a sexual nature made to or about another employee, player, member or volunteer of the Club.
- Obtaining employment or promotion on the basis of false or misleading information.
- Soliciting or accepting gifts (money, services or merchandise) in connection with Club business.
- Reporting for work under the influence of alcohol or any illegal substances; or possession, sale or distribution of alcohol or illegal substances while on Club premises or abusing such items while representing the Club or conducting Club business.
- Engaging in unauthorized employment elsewhere while on paid benefits related to illness, or while on an extended absence.
- Assisting anyone, whom you know or suspect to be involved in, or committing any crime or engaging in any conduct which rises to the level of a crime.
- Falsifying Club documents or records, including misuse of timekeeping records, or falsely inputting payment data.
- Insubordination, meaning refusing to follow legitimate instructions of a superior directly related to performance of one's job.
- Disrupting the work environment.
- Excessive absenteeism or unacceptable patterns of absenteeism.
- Job abandonment, meaning the failure to report to work without properly

notifying one's immediate supervisor, or leaving a job assignment prior to completion of your responsibilities.

- Conduct that is likely to cause another employee, customer or vendor of the Club embarrassment, loss of dignity, feelings of intimidation, or loss of opportunity, including all forms of discrimination and harassment.
- Unauthorized use of Club or customer supplies, information, equipment, funds, or computer codes/ passwords.
- Knowingly mishandling a member's or potential member's information. This includes improper discriminatory practices.
- Refusing to repay documented overpayment of any compensation.
- Possessing firearms or weapons while on Club premises or carrying them while on Club business; or threatening the personal safety of fellow employees, customers, or vendors.
- Committing any act, on or off the Club's premises, which threatens or is potentially threatening to the reputation of the Club or any of its employees, customers, or vendors.
- Repeatedly failing to meet job responsibilities, job budget or quality requirements.

Code of Conduct for Coaches

The club exists to promote the game of soccer and to encourage sportsmanship, which is integral for lifetime enjoyment of the sport. In this respect, coaches, parents and players are expected to show respect for each other and game officials.

The coaches are committed to following the coaches' fair play code, which comes from the Ontario Soccer Association coaching guide. We promise to follow this fair play code to the best of our abilities. Each player/parent should receive a copy of this code of conduct.

Commitment

A coach's commitment is to improve the performance of the players and the team physically and mentally. A coach needs to provide a high-quality soccer program for players within a positive environment / atmosphere.

Know Your Subject

A Coach must be thoroughly acquainted with FIFA's Laws of the Game and they must keep attuned to the sound principles of Coaching.

Respect

Coaches must respect all human beings (i.e. players, parents, and officials).

Opponents and officials must be treated with respect. Players must be coached to win within the laws of the Game.

Enthusiasm

Coaches must be enthusiastic and positive. They must ensure that they are generous with their praise when deserved.

Personal Conduct

A Coach must maintain the high standards of personal conduct and fair play. Coaches should never be involved in any circumstance, which is offensive or suggests sexual connotations.

Code of Conduct for Players

Ottawa City Soccer Club adopts and complies with the Ontario Soccer and Canada Soccer Codes of Conduct, linked below for reference.

[OS Code of Conduct & Ethics Policy](#)

[Canada Soccer Code of Conduct and Ethics](#)

Rep/Competitive Players and Parents are asked to sign a Code of Conduct each season - **see below.**

Obligations Toward the Game

A player should:

- Make every effort to develop their own sporting ability, in terms of skill, technique, tactics and stamina.
- Give maximum effort and strive for the best possible performance during a game, even if the team is in a position where the desired result has already been achieved.
- Set a positive example for others, particularly young players and supporters.
- Avoid all forms of gamesmanship and time-wasting.
- Always have regard to the best interests of the game, including where publicly expressing an opinion on the game and any particular aspect of it, including others involved in the game.
- Not use inappropriate language.

Obligations Towards the Team

A player should:

- Make every effort consistent with Fair Play and the Laws of the Game to help the team win.
- Resist any influence that might, or might be seen to, bring into question commitment to the team winning.
- Demonstrate commitment to these principles by signing the Fair Play Contract appended to this Code of Conduct

Respect for the Laws of the Game and Competition Rules

A player should:

- Know and abide by the Laws, rules and spirit of the game, and the competition rules.
- Accept success and failure, victory and defeat, equally.
- Resist any temptation to take banned substances or use banned techniques.

Respect towards Opponents

A player should:

- Treat opponents with due respect at all times, irrespective of the result of the game.
- Safeguard the physical fitness of opponents, avoid violence and rough play, and help injured opponents.

Respect towards the Referees

A player should:

- Accept the decision of the Referee without protest.
- Avoid words or actions that may mislead a Referee.
- Show due respect towards Referee.

Respect Towards Team Officials

A player should:

- Abide by the instructions of their Coach and Team Officials, provided they do not contradict the spirit of this Code.
- Show due respect towards the Team Officials of the opposition.

Obligations Towards the Supporters

A player should:

- Show due respect to the interests of supporters.

OCSC Player and Parent Expectations

Player Expectations

When joining an OCSC competitive team we do expect players/families to be 100% committed to participate in training, games, social activities and tournaments. Holidays are expected in the summer, and if you plan on being away for an extended period (>2 weeks), please contact the TD to advise of any of these extended absences prior to team selections.

Training Expectations

- Ensure that ALL facilities are treated with respect.
- Always wear the appropriate training gear.
- The wearing of jewellery when playing in practice sessions is strictly forbidden.
- Be punctual at all times. (Aim to be ready 15 minutes before any session).
- Always help with equipment during practice. You should not need to be asked.
- Report all injuries immediately to your Head Coach.

Match Conduct

- Ensure that ALL facilities are treated with respect.
- Be sure that you game information (location, meeting time, kick-off time).
- Be proud of your appearance on the field. Make sure your cleats are polished before each game.
- The wearing of jewellery when playing in games is strictly forbidden.
- Always show good sportsmanship.
- Accept any decision given by the referee.
- Never retaliate, verbally or physically, no matter what the provocation may be.
- Always get a good night's sleep prior to any games.
- Always apply correct dress code when traveling.
- Report all injuries immediately to your Head Coach.

General Code of Conduct

- Always conduct yourself with respect.
- Always respect other people and property – you are an ambassador for the Club at all times.
- Maximum effort is a minimum requirement – always take pride in your performance at both games and in training.
- Always wear shin guards for all training and matches.
- Always warm-up and warm-down before and after training and matches.
- Learn the rules of the game.

- Give yourself every chance to succeed – prepare correctly for training and matches by maintaining a balanced healthy lifestyle.
- Be appreciative of your parent's support.
- Have a good attitude, both on and off the field.

• Code of Conduct for Parents

- Through submitting your registration for my child, I have accepted the Terms and Conditions of membership whether I have actually read them or not, and am therefore subject to the Club's rules, and to the rules and regulations of the organizations to which the Club belongs.
- I will be responsible for my child at every practice and game. OCSC is not responsible for unsupervised players.
- My child plays soccer for his or her benefit, not mine.
- I will not give instructions to players -- that is the coach's role.
- I will never question the referee's judgment, integrity or honesty.
- I will support all efforts to eliminate verbal and physical abuse from the game of soccer.
- If I am upset by something I will wait 24hrs before discussing the issue with the team coach and will do so in a private and constructive manner.
- I will not approach the team Coach prior to or during a session
- I will show respect for all players, all coaches, all officials and all spectators at all times
- 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.
- I will never take part in a practice, game or team event while under the influence of drugs and/or alcohol.
- I will make my child feel like a winner by offering praise for competing fairly and doing their best.
- I will encourage my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- Children learn by example. I will applaud good plays by both my child's team and their opponents.
- I will make sure that my child arrives for practices and games at the time designated by the coach, ready to begin.
- I will not take part in any form of bullying, whether that be to a parent, player, team coach, referee or club representative. Bullying in any form, whether in person, electronically (any form of social media) will not be tolerated.
- I realize that the team can be penalized for my behaviour. I will obey a request by a referee or from the team's Coach to leave the vicinity of the field. I will pay any fines related to my behavior to the club immediately.
- I will contribute my child's share of the summer team fees to the team fund by June 15th of the applicable season
- I will contribute to my volunteer time at the club's KITC tournament. If I am not

willing to participate, I will pay the volunteer opt out fee.

- I realize that failure to abide by the Code of Conduct may result in my removal of myself, and potentially my child, from the vicinity of the playing field and potentially further sanctions by the Club.
- Infractions that occur during the game are governed by the Laws of the Game and will be decided by the referee. There may also be further action by the league discipline committee.
- Certain serious infractions may result in a discipline hearing convened by the Ontario Soccer Association or their delegate, and could lead to a worldwide suspension from soccer, and/or a fine being levied by the OSA. Payment of the fine is my responsibility.
- I am responsible for reimbursing the Club for any fines payable by the Club due to my actions or inactions.
- If for any reason the Code of Conduct is not followed by the parent(s), any [one or more] of the following steps may be taken by the Club:
 - Request the parent not attend team events
 - Remove the player from the team

Player Name

Parent Name

Player Signature

Parent Signature

Date _____