



# Hamilton Serbians Youth Soccer Club - HSYSC

## CODE OF CONDUCT / ZERO TOLERANCE POLICY

**Code of Conduct:** Hamilton Serbians Youth Soccer Club (HSYSC) has adopted a Code of Conduct / Zero Tolerance approach to create a respectful and positive sport community inline with Canada Soccer core values. All individuals are expected to conduct themselves using appropriate behaviour and integrity at all times, to support equal opportunity, prohibit discriminatory practices and provide a community environment for all to be treated respectfully within our soccer programs, activities and events.

**HSYSC Constitution, By-laws and Policies:** All Parents, Players, Coaching Staff & Club Executives are governed by the HSYSC Constitution and HSYSC By-laws, HSYSC Policies (as included here), Ontario Soccer Rules (OS), Canada Soccer rules, Hamilton Soccer League (HSL), and/or other. Each team official, coach and HSYSC executive member is responsible for communicating and upholding these policies within their roles as leaders for our Club. These documents provide a framework for behaviour expectations amongst peers, parents, athletes and any persons whom soccer related activities are conducted on behalf of HSYSC. This policy is not intended to specifically outline every example of misconduct therefore actions deemed to breach HSYSC policies or that of our governing soccer affiliations may still be subject to discipline even if not specifically included in this code. Copies of these documents are available on HSYSC website, OS website, Canada Soccer website and respective League website(s).

### **HSYSC - Fair Play Code:**

1. Always treat others (coaches, parents, officials and players) the same way you want yourself, and your child, to be treated. Set the example by showing respect, dignity, and total sportsmanship at all times, on and off the field.
2. Bring your child to practice and games ON TIME as set by your coach. Your coach will implement gradual consequences for not meeting team expectations. Always arrive dressed in team uniform, ensure gym bag is properly packed (with extra uniform set), wear shin guards & soccer cleats. Educate your child to eat healthy meals, and not eat at least 1-2 hours before a game/practice. Always have water to drink before, during and after a game/training. No jewelry is allowed and must be removed before you arrive on the field.
3. Parents are encouraged to watch their child play. Offer applause and cheers of encouragement FOR ALL PLAYERS, otherwise keep quiet. Examples of actions NOT ACCEPTABLE to any player, coach, fan, game official or visiting team etc. are: booing, taunting, screaming, yelling or shouting comments in ANY LANGUAGE (SERBIAN, ENGLISH, etc.) Violence or aggressive behavior will not be tolerated. This conduct will result in fines imposed by the League and HSYSC, dismissal from the field, and in extreme cases, de-registration from HSYSC.
4. Always respect and accept the call of a Referee/Game Official and PLAY ON with the game. Never verbally abuse the Referee/Game Official – You may not agree with a call, but an Official's call should not be argued by anyone. Yelling or abusive comments at the Official/Referee is not tolerated. Referees are human and will make mistakes, sometimes in our favor - if Referees/officials are berated by angry parents or team officials, they will officiate against our team (and possibly our Club) for future games. This conduct will result in fines by the League and HSYSC to the individual or team, and in extreme or repeated cases you will be dismissed from the field and your child will be deregistered from HSYSC.
5. If you have any questions/concerns, \*\*\*FOLLOW THE "24hr RULE"\*\*\* – If you have an issue to discuss about how the coaching staff are running the team, or HSYSC Executives conduct, give "24hrs time" to think about the issue and then contact your PARENT LIAISON OR Team Manager(s). Your team officials will contact Club Executive.



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If this attempt has failed, then contact a Club Official '48 hours AFTER' the event by email, telephone or meet in person when OFF THE FIELD.

**6.** Put winning and losing into perspective – Games have winners and losers. Remind yourself and your child to process both outcomes with sportsperson behaviors. Encourage enjoyment, team spirit, effort, development and participation, over the results.

**7. Directing Players** - All person(s) will not direct players on the field or negatively criticize any players, parents, spectators, or game official(s) in any way (in any language, English, Serbian, other). Two infractions as determined by HSYSC Team officials (coaches and manager) will be warnings, and if the third infraction occurs, immediate dismissal from the game will be invoked, and a ban from the next game. If subsequent infractions occur, further suspension from HSYSC games will result, and de-registration process may be invoked after the first offense in extreme cases as determined by HSYSC Executive/Discipline Committee.

**Player Injuries:** As per the OS rules, only booked team officials may assist a player on the game field. Parent(s) are not permitted onto the playing surface, unless called over by a team official. If needed the player will be assisted from the field and a substitution will occur. In cases of serious injury, game/team officials will contact 911 and medical assistance will be called. All head injuries will result in player substitution and no game return.

**Player Arrivals | Spectator & Players Areas:** Players are expected to arrive on time *and dressed in the appropriate uniform with their equipment* for practices and games. Upon arriving & leaving the field, ALL PLAYERS ARE EXPECTED TO GREET THEIR COACHES AND ALL TEAMMATES. This builds respect and coaches can check players arriving and departing the field. Two players will be appointed as captains and will shake the referee's hand as well as the opposing coach's hand prior to the start of each game. Players are to remain on the player bench and watch their game. Personal electronic devices are not permitted to be in use during practices and games. Players are expected to neatly line up their bags for every game, and clean up after themselves (no garbage or water bottles left on the field). All parents and spectators are to be in the appropriate spectator areas, 3 feet away from the sidelines for the duration of the game. Under no circumstances shall anyone sit or stand behind the goal line / net or player bench.

**Player Absences/Late Arrivals:** All player absences and late arrivals must be communicated to the Coach or Manager at least 24 hours in advance of a game or practice. If the absence or late arrival is unscheduled (player is sick, traffic delays, etc.) then notify the Coach by phone ASAP. If a player is continually late arriving to games and/or practices then playing time may be affected. If your child arrives late, please ensure they are in uniform and RUN ONTO the player's side of the field ASAP. If applicable, Game Sheet paperwork & signatures must be made by team officials for late arrivals or players leaving the field, to be updated with Game Officials.

**Integrity in Sport:** All executive, team officials, athletes have responsibility to conduct themselves with honesty and moral values. All parties will not falsify documents, not accept bribes to influence position of power or steal from the club. All parties will ensure transparency in all activities they conduct on behalf of the club.

**Zero Tolerance Policy:** Hamilton Serbians Youth Soccer Club (HSYSC) sustains all efforts to make sport safe for athletes and all person(s) involved in our soccer programs. The HSYSC executive and team officials volunteer their personal time to uphold a positive community atmosphere for all to enjoy the game of soccer;



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for players to develop skills, teamwork, & sportsmanship within a fair play Code of Conduct and Zero Tolerance policy.

Anyone, including but not limited to a coach, team official, athlete, parent or guardian, judged by the HSYSC Executive/Discipline Committee to be guilty of abusive conduct towards anyone in attendance at a HSYSC event, and/or violates club policies, or conducts defamation towards HSYSC or any of its members, will be reprimanded in writing by HSYSC. A second conviction, during the same season will result in all playing participants of the immediate family in question being deregistered from HSYSC. In extreme cases, as determined by the HSYSC Executive/Discipline Committee, the de-registration process may be invoked after the first offense, and if necessary, the authorities will be involved.

It is the parents/players responsibility to be aware of the Hamilton Soccer League, Hamilton Serbians Youth Soccer Club (HSYSC), Ontario Soccer and Canada Soccer bylaws, policies, rules and regulations; and agree to abide by these rules AT ALL TIMES (home field, away fields, off field travel etc). Parents are liable for any damage to playing equipment caused by themselves, or their child due to careless or negligent behaviour.

**Policy Procedures during League Games:** If any person(s) in attendance, including but not limited to, the game official feels that they are being abused, as per the scope of this policy, by either a coach or spectator, the game official will be allowed to suspend the game. In all cases, the game official must inform the coaches that the game has been abandoned and file a 'Special Incident Report' with the League, who will process the report in accordance with the rules defined by OS, and notify the clubs (HSYSC and other team).

If the source of the abuse is one of the coaches, the game official will warn the coach that the next occurrence of a similar nature will result in an abandonment of the game. If the source is a spectator, the appropriate coach will provide the game official with the name of the spectator and the coach must advise the spectator that the next occurrence of a similar nature will result in an abandonment of the game. If the spectator is not associated with either team, the individual will be warned by the game official that local authorities may be called.

If the situation cannot be rectified, the game will be abandoned. However, if the incident has been resolved and the game continues without any further incident, the game official will inform his/her referee coordinator that the game was temporarily suspended, indicating the nature of the abuse/violation. In all cases, the game official will file a Special Incident Report to the League, District and HSYSC Executive/Discipline Committee for review and respective disciplinary action.

All HSYSC team officials or HSYSC Executives have the authority to dismiss any person(s), including but not limited to coaches, violating this policy at any team/club events (games, travel event, training, banquet etc.) if any scope of this code is violated, including acts of defamation towards HSYSC, its executive, members, volunteers, or others affiliated with HSYSC. Fines will be imposed to any person(s) guilty of violating this policy by the HSYSC Executive/Discipline Committee, and in extreme cases de-registration process may be invoked.

**Fines:** Should fines be levied against the HSYSC Teams due to any zero tolerance policy infractions/League Rules/OS Rules; the offending person(s) (player, coach or other) will be fully responsible to pay the associated fine including any additional charges levied to the Team or club for disciplinary hearings, administration costs, etc. Unpaid fines will result in suspension from HSYSC and will be reported to the League/District Association.



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**Alcohol / Smoking:** All person(s) must abide by Ontario Liquor Laws and consume alcohol only within designated marked areas of a liquor permit. Local Authorities and Alcohol and Gaming Commission of Ontario may carry out inspections and violations will incur fines, suspension of private liquor licenses and laws enforced upon individual(s). All person(s) must abide by designated smoking signs and be aware that there is NO SMOKING AND NO CONSUMING ALCOHOL NEAR PLAYERS OR PLAYING AREAS DURING SOCCER LEAGUE SANCTIONED EVENTS, and be aware that publicly owned sport fields and surfaces (such as soccer fields, basketball courts, baseball diamonds, ice rinks etc.) enforce a no smoking / no alcohol policy.

**Harassment / Bullying:** All person(s) will refrain from any behaviour that constitutes harassment or bullying, such as any form of discrimination that involves any unwanted physical or verbal behaviour that offends or humiliates, any act of intentional harm repeated over time in a relationship of perceived or actual position of power imbalance. Harassment and bullying are behaviours that persist over time. Serious one-time incidents can also be considered harassment and bullying. Examples of behaviour that constitute harassment/bullying include, but are not limited to are: a) written or verbal abuse, threats, or outbursts; b) the display of visual material which is offensive; c) Unwelcome remarks, jokes, comments, innuendo, or taunts; d) Leering or other suggestive or obscene gestures; e) victim feeling or perceived danger, target of physical / psychological abuse. In extreme cases, the authorities will be involved to pursue charges.

**Sexual Harassment** - All person(s) will refrain from any behaviour that constitutes sexual harassment towards another person or towards any minor under 18 years old, or over the age of 18 if in a position of power, trust, or authority over the person. Examples of sexual harassment behaviours include but not limited to sexist jokes, displaying sexually offensive material, inappropriate physical contact (pinching/touching), sexual suggestions/requests. In extreme cases, the authorities will be involved to pursue charges.

**Cyberbullying** - All person(s) will refrain from the inappropriate use of social media, email, text messages, websites or other electronic means to physically threaten, verbally harass or socially exclude an individual or group. For players affected by cyberbullying, adults/parents/coaches are encouraged to speak openly about the issue and be prepared to directly deal with matters as they arise either within the team setting, at school, among friends or any social setting where a player/person participating in our program may be affected. In extreme cases, the authorities will be involved to pursue charges.

### **Duty to report, disclose and communicate incidents:**

Any action or behaviour deemed inappropriate by this Code of Conduct / Zero Tolerance Policy or any soccer related rules/regulations, that is observed or experienced must be reported confidentially, and in writing to: **discipline@hsysc.org**

All reports will be investigated by a HSYSC Discipline committee with every effort made to protect the identity of the person making the claim, and to protect them from harm as a result of disclosing the incident unless they agree otherwise. If the nature of the claim requires legal proceedings, then their anonymity may need to be released. The accused will have an opportunity to make a statement and/or attend a hearing to defend their involvement in the claim. Any act of retaliation by any members of HSYSC towards the person who made the claim will not be tolerated and is in violation of this code.

All parties must cooperate fully with the HSYSC Discipline committee or other Appeals Committees as requested.