



BRI FOOTBALL CLUB INC. CODE OF CONDUCT AND POLICIES “BRI FC”

1. INTRODUCTION

1.1 This Code of Conduct ("Code") and Policies sets out and delineates the behavioural standards expected of each of us at BRI FC.

1.2 BRI FC is an Ontario Recognized Academy and as such we are bound by their rules and policies. Accordingly, we have a responsibility to be familiar with, and abide by, their policies as well as our own. Our Code is layered on top of the [Canada's Soccer Code of Conduct and Ethics](#) and the [Ontario Soccer's Code of Conduct and Ethics](#).

1.3 BRI FC has standards of excellence that everyone is expected to work towards achieving with the expectation that our Academy will distinguish itself because of our collective ethical behaviour, treatment of others, and leadership.

1.4 This Code of Conduct is not just a list of rules and policies, but rather a document that sets the tone for how we treat each other and how we conduct ourselves at BRI FC.

2. APPLICABILITY

This Code of Conduct applies to all individuals engaged in activities with BRI FC, including but not limited to, teams, players, coaches, volunteers, managers, administrators, spectators of BRI FC events and parents of BRI FC members. This Policy applies to conduct that may arise during the course of BRI FC business, activities, and events, including but not limited to: its administrative environment, competitions, practices, training camps, tryouts, travel, and any meetings and social events of BRI FC.

3. RESPONSIBILITY TO REPORT WRONGDOING

We all have a responsibility to notify BRI FC immediately of any violation or suspected violation of this Code of Conduct and as well as any situation that goes against other established BRI FC policies. We are expected to do the right thing — both in terms



of our own conduct, and when it comes to reporting wrongdoing. Should you report wrongdoing, every effort will be made to maintain your confidentiality, however, this may not be possible in every instance.

4. **VIOLATIONS OF CODE OF CONDUCT**

Violations of this Code of Conduct and BRI FC's policies could have serious consequences. Individuals who do not abide by and respect this Code of Conduct and our policies could face disciplinary action, up to and including permanent suspension from all BRI FC activities, as well as potential legal action.

5. **HARASSMENT POLICY**

5.1 The Brampton Real International Football Club (BRI FC) is committed to creating a sport environment in which all players and individuals participate without fear of harassment of any kind.

5.2 Harassment and discrimination are violations of the law as well as being acts that are offensive, degrading and threatening. In its most extreme forms, harassment can be an offence under Canada's Criminal Code. We are committed to providing a sport and work environment where all individuals are treated with respect and dignity, where every individual has the right to pursue the play of soccer and work in an environment that promotes equal opportunities and prohibits discriminatory practices. At BRI FC every individual's opinion, perspective and uniqueness is valued.

5.3 Conduct that violates this **Harassment Policy** may be subject sanctions by BRI FC up to and including dismissal from all BRI FC programs.

5.4 In particular BRI FC has developed the following Policy to Protect the Players and to guide our coaches/volunteers in their interactions with children. The safety, rights and well-being of children we serve are our main priority. The intent of the Policy is to ensure healthy relationships and appropriate boundaries between BRI FC coaches/volunteers and players and also between all members of the academy.

5.5 All Individuals have a responsibility to:



- (i) Maintain and enhance the dignity and self-esteem of BRI FC members and other Individuals by:
- (ii) 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;
- (iii) Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
- (iv) Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct;
- (v) Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
- (vi) Consistently treating individuals fairly and reasonably; and
- (vii) Ensuring adherence to the rules of soccer and the spirit of those rules.

5.6 Refraining 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:

- (i) Written or verbal abuse, threats or outbursts;
- (ii) The display of visual material which is offensive or which one ought to know is offensive in the circumstances;
- (iii) Unwelcome remarks, jokes, comments, innuendo or taunts;
- (iv) Leering or other suggestive or obscene gestures;



- (v) Condescending or patronizing behavior which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
- (vi) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- (vii) Any form of hazing where hazing is defined as "Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior team-mate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any team-mate based on class, number of years on the team, or athletic ability";
- (viii) Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
- (ix) Unwelcome sexual flirtations, advances, requests, or invitations;
- (x) Physical or sexual assault;
- (xi) 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; and
- (xii) Retaliation or threats of retaliation against an individual who reports harassment.

5.7 Refraining from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:



- (i) Sexist jokes;
- (ii) Display of sexually offensive material;
- (iii) Sexually degrading words used to describe a person;
- (iv) Inquiries or comments about a person's sex life;
- (v) Unwelcome sexual flirtations, advances or propositions; and
- (vi) Persistent unwanted contact.

5.8 Respecting the property of others and not willfully cause damage;

5.9 Refraining from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;

5.10 Promoting soccer in the most constructive and positive manner possible;

5.11 Adhering to all federal, provincial, municipal and host country laws;

5.12 Complying at all times with the bylaws, policies, procedures, rules and regulations of the Ontario Soccer Association; and

5.13 In particular, Coaches and Volunteers of BRI FC will follow the [Code of Conduct to Protect Children in Sport](#). Coaches and Volunteers will refrain from the following Inappropriate Conducts:

5.13.1 Using inappropriate communication with a player or his/her family outside of the academy context, regardless of who initiated the exchange. Types of inappropriate communication include, but are not limited to (i) personal phone calls; (ii) electronic communications (e-mail, text message, instant message, online chats, social networking (including "friending"), etc.); (iii) personal letters; and (iv) excessive communications (online and offline);



5.13.2 Using inappropriate contact, types of inappropriate contact include, but are not limited to spending unauthorized time with a player or the player's family outside of designated academy times and volunteer activities. Coaches and Volunteers of BRI FC must report all contact with a child or the child's family outside of designated work times and activities BEFORE the contact occurs to the academy manager;

5.13.3 Singling out a player or a number of players 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);

5.13.4 Taking personal photos/videos of the players for personal use, using a personal cell phone, camera or video to take pictures of a child, or allowing any other person to do so, as well as uploading or copying any pictures you may have taken of a child to the Internet or any personal storage device. Pictures taken by Coaches and Volunteers of BRI FC on behalf of BRI FC, with the intent of being used by BRI FC are acceptable, however, the pictures are to remain with the organization and not be used by the Coach and Volunteer of BRI FC in a personal capacity.

5.14 Reporting Requirements

5.14.1 All Coaches and Volunteers and associates of BRI FC must report suspected child sexual abuse, inappropriate behaviour or incidents that they become aware of, whether the behaviour or incidents were personally witnessed or not.

5.14.2 Where to report:

5.14.2.1 All allegations or suspicions of potentially illegal behaviour (for example, player sexual abuse) that a Coach or Volunteer or associate of



BRI FC witnesses first-hand, must be promptly reported to the Academy Manager.

5.14.2.2 To ensure the protection of all players in our care, all allegations or suspicions of potentially illegal behaviour that a Coach or Volunteer or associate of BRI FC learns of must also be promptly reported to the Academy Manager.

5.14.2.3 All allegations or suspicions of inappropriate behaviour (see above examples), that a Coach or Volunteer or associate of BRI FC learns of or witnesses' first-hand must be reported to the Academy Manager. If you are not sure whether the issue you have witnessed or heard about involves potentially illegal behaviour or inappropriate behaviour, still discuss the issue with the Academy Manager who will support you through the process.

5.14.2.4 When BRI FC is notified of an allegation or suspicion of potentially illegal behavior, BRI FC will notify the police. BRI FC will follow up internally as appropriate. When an allegation or suspicion of inappropriate behaviour is made, BRI FC 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: (i) multiple behaviours were reported, or (ii) inappropriate behaviour is recurring, or (iii) the reported behaviour is of serious concern BRI FC may refer the matter to the police.

6. SAFETY

BRI FC is committed to providing a safe environment for its players, coaches, volunteers, employees, members, directors, and officials. BRI FC conducts itself according to the policies of its governing associations (Ontario Soccer) and relies on other organizations such as the Canadian Center for Child Protection and international



standards such as the International Safeguards for Children in Sport for guidance and best practices.

6.1 RESPONSIBLE COACHING MOVEMENT

BRI FC adheres to the Responsible Coaching Movement which is a system-wide movement that is being led and coordinated by the Coaching Association of Canada and the Canadian Centre for Ethics in Sport. The Responsible Coaching Movement is a call to action for all Parents, Club Associations, Sports Organizations and Coaches to implement realistic change to ensure the health and safety of athletes is maintained on and off the field.

To find out more about the Responsible Coaching Movement visit the Coaching Association of Canada's Webpage: [Responsible Coaching Movement](#).

6.1.1 Rule of Two. The first principle of the Responsible Coaching Movement is the RULE OF TWO. When a BRI FC Coach or Volunteer is in a potentially vulnerable situation with any BRI FC player (example - locker room or meeting room), another BRI FC Coach or Volunteer or the parent/guardian of the player(s) must be present. In any one-on-one situation with any BRI FC player, there must be a Coach, Assistant Coach or Manager of the same gender present, or the player's parent/guardian must be present.

6.1.2 Background Screening. The second principle of the Responsible Coaching Movement is to ensure all coaches participate in a screening process. This includes a Criminal Record Check and an application process for coaches applying to coach.

6.1.3 Ethical Behaviour. The third principle of the Responsible Coaching Movement is Ethical Behaviour. All Coaches and Volunteers must complete Respect in Sport Training or a comparable program. Coaches complete Making Ethical Decisions modules and evaluations.

6.2 OTHER SAFETY POLICIES



Other safety-related policies, such as the Concussion Protocol, Anti-Doping Policy, and Emergency Action Plan can be found on our website.

7. **ACCESSIBILITY AND INCLUSIVENESS POLICY**

7.1 BRI FC values diversity and inclusion. Inclusiveness is our goal and we want everyone to feel valued. We are strongly committed to fostering a playing culture that crosses race, ethnicity, gender, religion, identity, disabilities and age.

7.2 The aim of this policy is to ensure that everyone is treated fairly and with respect and that BRI FC is equally accessible to all.

7.3 At BRI FC we all work towards an environment where everyone feels welcome and supported, regardless of individual ways of being. We understand, accept, and value differences between people including those with differences in education, personalities, skill sets, experiences, and knowledge bases. We value diverse thoughts and ideas.

7.4 We strive to create an inclusive environment that is collaborative, supportive, and respectful, encouraging everyone's participation.

7.5 BRI FC strives to inspire players of all abilities, ages and backgrounds to enjoy, learn, develop, be active, and achieve their own personal success through soccer by trying their best, building self-confidence and pursuing personal excellence.

7.6 BRI FC is responsible for setting standards and values to apply throughout the Academy at every level. Soccer belongs to and should be enjoyed by, anyone who wants to participate in it. Our commitment is to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities. This policy is fully supported by the Head Coach and Academy Manager who are responsible for the implementation of this policy.

7.7 BRI FC, in all its activities will not discriminate, or in any way treat anyone less favourably, on grounds of gender, sexual orientation, marital status, race, nationality,



ethnic origin, colour, religion or belief, ability or disability. It means that BRI FC will ensure that it treats people fairly and with respect and that it will provide access and opportunities for all members of the community to take part in, and enjoy, its activities.

7.8 BRI FC will not tolerate harassment, bullying, abuse or victimization of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal.

7.9 BRI FC is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of the Declaration of Expectations for Fairness in Sport (the London Declaration) 2001, Canadian Human Rights Act 1985 and Employment Equity Act 1995 as well as any amendments to these acts and any new legislation.

7.10 TO THIS END BRI FC WILL:

7.10.1 Provide support, to ensure safe, diverse and high quality recreational opportunities that promote full and equal participation of all participants. Inclusion of individuals representing more than one national origin, colour, religion, socioeconomic status, geographic location, location, physical ability, sexual orientation, etc.

7.10.2 Ensure people from culturally and linguistically diverse communities are a key consideration when developing, updating, and delivering programs and policies.

7.10.3 Ensure that "Equal Opportunity Standards" are a key consideration when developing, updating, and delivering programs and policies. Ensuring the process of allocating resources, programs and decision making is made fairly to both females and males.

7.10.4 Provide City of Brampton residents living with a low income the equal opportunity to participate in BRI FC soccer programs and enjoy the many benefits



that soccer offers. To help make this possible, BRI FC offers financial assistance to qualified players. Scholarship is awarded to qualified players upon review of financial information by the Academy Manager.

7.10.5 Include persons with a disability/special need who to the best of their abilities participate in recreation programs. In cooperation with staff, parents and agencies support should be available when necessary and where possible to facilitate the participation of persons with a disability/special need, in our programs.