



Dollard Soccer Club
12001 De Salaberry Blvd suite H186
Dollard-des-Ormeaux, P.Q. H9B 2A7
(514) 421-2928 info@dollardsoccer.ca www.dollardsoccer.ca

Coach/Staff/Volunteer: Code of Conduct

The Coach/Staff/Volunteer has a great influence over young players involved in all aspects of soccer. Since the Coach/Staff/Volunteer spend a lot of time with children, their own conduct and behavior will inevitably affect the attitudes and conduct of the children. For this reason, the Coach/Staff/Volunteer must always maintain a positive manner and display an exemplary attitude to all participants, both in physical respects as well as in social and emotional relationships.

The Coach/Staff/Volunteer must not just be perceived as a soccer expert or an organizer, but also as an educator and a role model, a person always looking to set a good example.

Proper conduct of the Coach/Staff/Volunteer

- Ensure a safe and fun environment for the participants.
- Focus on player learning and player development.
- Be an educator and a role model for the players.
- Follow the Clubs' technical program, plan, vision, and protocols.
- Follow protocol and best practices of DSC, Lac St. Louis Soccer Association, Soccer Quebec, and Soccer Canada.
- Set high standards, challenge participants, but be tolerant and reasonable with expectations.
- Ensure grassroots players are given meaningful playing time and try different positions.
- Keep open lines of communication.
- Instill confidence in the children and reassure them.
- Develop team spirit.
- Encourage initiative
- Focus on the "spirit of the game" rather than errors.
- Teach by encouragement.
- Communicate using different coaching methodologies and communications styles.

Improper Conduct of the Coach/Staff/Volunteer

- Constantly shouting or behaving aggressively.
- Training children or asking them to play as if they were adults.
- Forgetting that the main motivation of children is to play soccer and have fun.

- Giving explanations that are too long and/or continuously interrupting play.
- Presenting technical philosophies that are not in line with the Clubs' technical plan.
- Not following the Club's technical program, plan, and vision.
- Criticizing an individual in front of the group.
- Forgetting to balance the Teams at certain age groups.
- Placing too much emphasis on the results.
- Soliciting players both internally and from other Clubs.
- Not requesting Club permission to participate in non-Club related soccer activities.
- Coaching outside DSC without DSC approval.
- Sharing Club information, documents, programs, and member information without Club approval.
- Slandering DSC and/or any other Clubs.
- Putting one's own personal interest ahead of the best interest of the players, sport, and the Club.
- Engaging in detrimental and inappropriate behavior that can affect another person or the Club.
- Behavior that can negatively affect/jeopardize the Clubs' soccer license.

Other Inappropriate conduct and/or Behavior including but not limited to:

- Conduct which is intimidating, physically or verbally abusive and threatening.
- Conduct that ridicules or humiliates an individual, especially in front of other children/athletes.
- Humiliating an individual in front of others.
- Constantly targeting one specific individual.
- Shouting at an individual to get things done.
- Consistently undermining an individual and their ability to do things.
- Bullying.
- Being unfriendly, excluding, tormenting (e.g., threatening gestures) pushing, kicking, hitting, punching or any use of violence, racial taunts, graffiti and gestures.
- "Cyber bullying" (i.e., Care and sensitivity should be practiced about the choice of context and language. Stalking on social media or posted inappropriate pictures or comments on children's/athlete's pages.)
- Setting an individual up to fail (e.g., by providing inadequate instructions or unreasonable deadlines).
- Disrespectful language.
- Inappropriate touching of children (i.e., massaging, stroking, caressing, roughhousing, tickling)
- Confiding or sharing overly personal information with a child.
- Asking children to keep secrets.
- Electronic communication with children that is personal and not directly tied to Coaching duties.
- Sharing a member's personal information without consent.
- Communication that is sexual or flirtatious.
- Pictures taken with personal devices or in changing rooms.

Reporting Requirements:

All Coach/Staff/Volunteers are required to report unlawful behavior to Police/child welfare and inappropriate behavior or incidents to security@dollardsoccer.ca . This requirement applies not only to behavior or incidents that you personally witness, but also to those that you hear about.

Adults often worry that they may be overreacting and misreading a situation, this may cause them to minimize concerning behavior they witness or hear about. There is also a fear of damaging a working relationship by raising a concern about a work colleague. It can be hard to believe that someone you work with or someone you met through your work duties could harm a child, and it can be tempting to downplay a transgression in the hopes it will not be repeated. Keep in mind that the focus always must be on the behavior, not the person.

A person's character or their position in the organization has nothing to do with whether that person's behavior is appropriate or inappropriate in any situation. It cannot be about whether you are "right" or "wrong," it must be about doing the best you can to identify behavior of concern so it can be dealt with appropriately.

Categories of incidents that need to be addressed by Coach/Staff/Volunteer under this Code of Conduct to protect children include the following:

1. Reports of Unlawful behavior from a child involving a member of the organization or a third party.

Disclosures or allegations of unlawful behavior reported to a coach/staff/volunteer by a child regarding either:

- a) another coach/staff/volunteer of the organization; or
- b) someone other than a coach/staff/volunteer of the organization (e.g., Parent, Teacher, babysitter, etc.).

must be reported to child welfare and/or Police in accordance with the Reporting and Documenting Complaints Policy re: Potentially Unlawful Behavior.

2. Unlawful behavior witnessed by a Coach/Staff/Volunteer of the organization. Any incident of alleged unlawful behavior either:

- a) witnessed by a Coach/Staff/Volunteer regarding another Coach/Staff/Volunteer of the organization; or
- b) witnessed by a Coach/Staff/Volunteer regarding someone other than a Coach/Staff/Volunteer of the organization (e.g., Parent, etc.).

must be reported to child welfare and/or police in accordance with the Reporting and Documenting Complaints Policy re: Unlawful Behavior. If you do not know the identity of the child, take steps to find out who the child is, depending on the situation. Steps may need to be taken to protect that child from additional harm, the child may need to make a statement to police, etc.

Note: If you are a witness to abuse in progress, it is expected that in addition to reporting what you see, you will also do what you reasonably can to stop or disrupt the interaction. The steps may vary

according to what you are witnessing and what personal safety considerations may exist for you and/or the child being abused. If you do not feel you can intervene safely, you should immediately get additional help, whether by calling the police, involving other coach/staff/volunteer, etc.

3. Inappropriate behavior involving a Coach/Staff/Volunteer.

Inappropriate behavior that is either:

- a) reported to the Coach/Staff/Volunteer by a child or third party regarding another Coach/Staff/Volunteer of the organization; or
- b) witnessed by the Coach/Staff/Volunteer and involving another Coach/Staff/Volunteer.

must be reported to the organization in accordance with the Reporting and Documenting Complaints Policy. re: Inappropriate Behavior. In addition to reporting, if you witness the inappropriate behavior you should take steps that can safely be taken to stop or disrupt the interaction, as outlined in #2 above.

4. Inappropriate behavior involving third parties.

Inappropriate behavior that is either:

- a) Reported to the Coach/Staff/Volunteer by a child or third party regarding a third party; or
- b) Witnessed by the Coach/Staff/Volunteer and involving a third party.

Must be reported to the organization in accordance with the Reporting and Documenting Complaints Policy. Re: Inappropriate Behavior. In addition to reporting, if you witness the inappropriate behavior you should take steps that can safely be taken to stop or disrupt the interaction, as outlined in #2 above.

Rule of Two

The Coach/Staff/Volunteer is never alone or out of sight with your child.

Two NCCP trained or certified Coaches should always be present with an athlete, especially a minor athlete, when in a potentially vulnerable situation such as in a locker room or meeting room. All one-on-one interactions between a Coach and an athlete must take place within earshot and in view of the second Coach except for medical emergencies.

One of the Coaches must also be of the same gender as the athlete.

Should there be a circumstance where a second screened and NCCP trained or certified Coach is not available, a screened Volunteer, Parent, or adult can be recruited.

This rule serves to protect minor athletes in potentially vulnerable situations by ensuring that more than one adult is present. Vulnerable situations can include closed doors meetings, travel, and training environments amongst others. During travel, no adult should be alone with a minor player unless they are the parent or legal

guardian. Examples include in a car or in a hotel room. Room verification must be done by at least two team staff members.

Any behavior prohibited by this Code of Conduct that is experienced or observed must be reported confidentially, and in writing to security@dollardsoccer.ca or call 514-421-2928 Ext: 200

Any improper conduct and/or violation of this Code of Conduct can lead to further investigation and/or be grounds for disciplinary action, up to and including dismissal from DSC. DSC may also report the violation(s) to other governing bodies should it be deemed necessary.

I (please print name) _____ the undersigned hereby acknowledge that I have read the Dollard Soccer Clubs Coaches Code of Conduct and agree to abide by it in its entirety.

Signature: _____ Date: _____

Passport # _____