



This Code of Conduct, Ethics and Discipline policy aims to cross-reference existing Fusion FC Codes of Conduct, incorporate by reference BC Soccer's Responsible Coach Code of Conduct, and set out Fusion FC's policies with respect to bullying, harassment and discrimination, and discipline and appeals.

## Fusion FC's Situation-Specific Codes of Conduct

Please also see Fusion FC's [Code of Conduct to Protect Children](#) which provides guidance specific to our employees'/volunteers' interactions with children.

Please also see Fusion FC's [Player Code of Conduct](#) and [Parent Code of Conduct](#). For expected behaviour of players during travel, please see Fusion FC's [Travel Code of Conduct](#).

In addition to Fusion FC's Situation-Specific Codes of Conduct, Fusion FC fully supports BC Soccer's policies, including the [Conduct & Ethics Policy](#) and incorporates explicitly into Fusion's FC's Code of Conduct's Standards of Behaviour for:

- Association Officials
- Team Officials
- Players
- Match Officials
- Spectators and Parents

## Responsible Coach Code of Conduct

The BC Soccer *Responsible Coach Code of Conduct* is set out below and, incorporated explicitly into Fusion FC's Code of Conduct, is expected behavior of Fusion FC's coaches:

1. Coaches must respect the rights, dignity and worth of each and every person and treat each equally within the context of the sport.
2. Coaches must place the well-being and safety of each player above all other considerations, including the development of performance.
3. Coaches must adhere to all guidelines laid down within the Constitution and the Rules of BC Soccer.
4. Coaches must develop an appropriate working relationship with each player based on mutual trust and respect.
5. Coaches must NOT exert undue influence to obtain personal benefit or reward.
6. Coaches must encourage and guide players to accept responsibility for their own behavior and performance.
7. Coaches must ensure at the activities they direct or advocate is appropriate for the age, maturity, experience and ability of players.
8. Coaches should, at the outset, clarify with the player (and, where appropriate, their parents)



- exactly what is expected of them and also what they are entitled to expect from their coach.
9. Coaches must co-operate fully with other specialists (e.g. other coaches, officials, sports scientists, doctors, physiotherapists) in the best interests of the player.
  10. Coaches must always promote the appropriate Code of Conduct and positive aspects of the sport (e.g. fair play) to players, parents and spectators alike. Never condone violations of the Laws of the Game, behavior contrary to the spirit of the Laws of the Game or relevant rules and regulations or the use of prohibited substances or techniques.
  11. Coaches must consistently display high standards of behavior and experience and be a role model for players, parents, and spectators.

## Bullying, Harassment and Discrimination

Fusion FC believes that everyone involved in soccer has the right to participate in safe and inclusive environments free of abuse, harassment, or discrimination and to enjoy the sport at whatever level or capacity they participate in. The welfare of everyone involved in soccer is the foremost consideration and in particular, the protection of children in the sport is the responsibility of everyone involved.

**Bullying** is repeated and unreasonable behavior directed towards a person or group of persons that creates a risk to health and safety. It includes behavior that could be expected to intimidate, offend, degrade, humiliate, undermine or threaten.

**Discrimination** is the support or practice of discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap, whether covered by applicable legislation or not, except where positive action may be required to redress individual or social disadvantage of people from traditionally disadvantaged groups.

**Sexual Harassment** is any unwelcome sexual advance, unwelcome request for sexual favours, or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated or intimidated, and where that reaction is reasonable in the circumstances. Behavior that is based on mutual attraction, friendship and respect is not sexual harassment.

Fusion FC will not cause or allow unfair, unsafe, disrespectful or discriminatory treatment of Fusion FC's paid or volunteer staff, players or members and will not discriminate against or allow discrimination against an employee or volunteer, player or member for non-disruptive expression of dissent.

## Discipline and Appeals

Fusion supports BC Soccer's discipline guidelines and policies set out in their [bylaws](#). BC Soccer has jurisdiction for discipline over all of its members and affiliate organizations, and their policies and guidelines can be found on their [website](#).

Fusion FC complies with the rules, regulations, policies, and formal directives of Canada Soccer and BC Soccer and has structured policies to support the compliance with this Code of Conduct as well as support appeals of decisions made in accordance with Fusion FC's policies. Please see Fusion FC's [Appeal Policy](#).

Any questions related to this policy or allegations of any misconduct may be directed to Fusion FC's



## CODE OF CONDUCT, ETHICS AND DISCIPLINE POLICY

Executive Director. Alternatively, questions or allegations of misconduct may be directed to Fusion FC's Board of Directors. Given the sensitive nature of this policy and any allegations made under it, all complaints will be handled in a professional and appropriate manner and in accordance with the governing laws of British Columbia.

All members should review and familiarize themselves fully with the BC Soccer's applicable policies and procedures including:

[Discipline, Complaints and Appeals Policy](#)

[Conduct & Ethics Policy](#)

[Discipline, Complaints and Appeals Operational Procedures](#)