



Fusion FC (FFC) Club Officials Code of Conduct

FFC fully supports and adopts all applicable Bylaws, Rules and Regulations, Judicial Code and Policies, other Policies, decisions and directives of BC Soccer and the statutes, bylaws, regulations, directives and decisions of Canada Soccer, FIFA (BC Soccer Governing Documents) at all times, including the [Conduct & Ethics Policy](#). In the event of a conflict with FFC's Club Officials Code of Conduct, the BC Soccer Governing Documents will prevail.

Code of Conduct

(a) FFC Officials

While ignorance of the Laws of the Game or of the rules is not a defense, depending on the nature of the charge, it is viewed that a participant in a position of authority or trust is held to a higher standard when going beyond the norms of proper behaviour; i.e. behaving in an unsporting manner or not in the best interest of the game. Notably directors, committee members, and staff should be aware of various rules, regulations, guidelines, programs, and expectation within the soccer playing and administrative environment; and indeed, are charged with upholding and defending the same. Failure to act properly can be tantamount to unsporting or unethical behaviour and brings the game directly into disrepute and lead to charges.

FFC Directors, Committee Members, Staff and any other FFC officials must:

- Comply and be familiar with the various laws and governance documents that apply to their responsibilities;
- Act with honesty and integrity and conduct themselves in a manner which maintains the confidence of FFC, its members and other stakeholders;
- Ensure that their organization's financial affairs are conducted with due regard for all fiduciary and operational responsibilities;
- Conduct themselves openly, professionally, lawfully and in good faith in the best interests of their organization in the first instance and BC Soccer;
- Be independent and impartial and not influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- Behave with decorum appropriate to both circumstance and position, and be fair, equitable, considerate, and honest in all dealings with others;
- Keep informed about local, provincial, and national sport community happenings, and general trends in sport;
- Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Canada Soccer is incorporated;
- Respect the confidentiality appropriate to the business at hand;
- Ensure that Members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;



- Respect the decisions of the majority and resign if unable to do so; unless the decision of the majority is unlawful;
- Commit the time to attend meetings and be diligent in preparation for, participation in, and follow-up from such meetings.

(b) Team Officials

The Team Official-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Team Officials must recognize the power inherent in the position of Team Officials and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Team Officials have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.

Team Officials must also:

- Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes;
- Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes;
- Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments;
- Provide athletes (and the parents/guardians of a Youth) with the information necessary to be involved in decisions that affect them;
- Act in the best interest of the athlete's development as a whole person;
- Respect other Team Officials;
- Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of Youths, alcohol, cannabis, and/or tobacco;
- Respect all other athletes;
- Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if in a position of power, trust, or authority over the athlete unless mutual consent is documented and provided the organization with jurisdiction;
- Dress professionally, neatly, and inoffensively;
- Use inoffensive language, and;
- Be responsible for the actions of their Spectators.

(c) Match Officials

Match Officials play a critical role in ensuring the on-field integrity of the game and maintaining order and safety for all involved. They are the representatives of the Laws of the Game and must respect those laws in the application of officiating.



Match Officials must:

- Conduct themselves with dignity both on and off the field of play, and by example seek to inspire the principles of fair play in others;
- Adhere to all standards and directives established by Canada Soccer, International Football Association Board, FIFA, Canada Soccer, BC Soccer and its member/Affiliated Organizations;
- Be neat in appearance and maintain a high level of physical and mental fitness;
- Study and enforce the current Laws of the Game and any event-specific Rules and Regulations;
- Perform their designated duties, including attending organized clinics and lectures, etc. and shall assist their colleagues in upgrading and improving their standards of officiating, instructing and assessing;
- Adhere to Canada Soccer's Anti-Doping Policy;
- Honour any appointments accepted, unless unable to do so by virtue of illness or personal emergency;
- Not publicly criticize other referees, players, Team Officials, members, Affiliated Organizations, individuals, Canada Soccer or BC Soccer;
- Not make any statement to the media (newspaper, television, radio, etc.) related to a match in which the match official has officiated, or to the performance of the players or other officials;
- Not accept any appointment to officiate in any competitive match in which an immediate member of their family by marriage or common law is a registered player or coach. An immediate member of the family is a parent, a spouse, a son or daughter, a brother or sister;
- Not accept any appointment to officiate in unsanctioned soccer activity;
- Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others;
- When writing reports, set out the true facts and not attempt to justify any decisions.