



Barrie Cardinals Soccer Club De Futbol INC Professionalism Policy

1. Purpose

To establish clear guidelines for professionalism and appropriate conduct for all representatives of the Barrie Cardinals Soccer Club De Futbol INC. This policy ensures a safe, respectful, and ethical environment in alignment with the standards of Canada Soccer, Ontario Soccer and the Huronia District Soccer Associations.

2. Scope

This policy applies to all individuals representing the organization, including:

- Coaches
- Technical staff
- Volunteers
- Administrative staff
- Players (adolescents and children)
- Parents and guardians

It pertains to all events under the organization's banner, including:

- Activities at The Nest
- Summer and Winter training programs
- Camps
- Cardinal-approved events and gatherings

3. Core Principles

1. Adherence to the Rule of Two:

- A minimum of two adults must always be present when interacting with a player, particularly in one-on-one settings.
- Private meetings with players must occur in open, observable, and interruptible spaces, ensuring transparency.



2. **Respect and Dignity:**

- All interactions must reflect mutual respect, fostering an environment of trust and inclusivity.
- No form of discrimination, harassment, or favouritism will be tolerated.

3. **Ethical Decision-Making:**

- Representatives must act in the best interest of the players and organization at all times, guided by fairness, integrity, and accountability.

4. **Boundaries and Professionalism:**

- Clear boundaries must be maintained between adults, adolescents, and children to prevent conflicts of interest or inappropriate relationships.

4. **Appropriate Conduct**

The following behaviours are expected of all representatives:

- **Communication:** Maintain professional, respectful, and age-appropriate communication. Avoid overly personal or non-essential discussions.
- **Physical Contact:** Ensure all physical contact is minimal, necessary, and appropriate for the activity, always respecting the player's consent and comfort.
- **Online Interactions:** Interact with players in a professional and public manner through digital platforms, avoiding private or secret communications.
- **Accountability:** Be transparent in all actions and willing to be observed by others in all roles and responsibilities.
- **Respect in Leadership:** Lead by example, embodying the values of the organization and maintaining a positive influence on all players.

5. **Prohibited Conduct**

The following behaviours are strictly forbidden:



- **One-on-One Isolation:** Being alone with a player in private settings without another adult present.
- **Inappropriate Communication:** Sending personal, suggestive, or confidential messages to players via social media, text, or other platforms.
- **Favouritism or Exclusion:** Displaying favouritism or treating players unfairly based on personal biases.
- **Inappropriate Physical Contact:** Any physical contact that is unnecessary, prolonged, or makes a player feel uncomfortable.
- **Abuse of Authority:** Using a position of power to manipulate, intimidate, or exploit players.

6. Reporting and Accountability

- **Incident Reporting:** Concerns or incidents of unprofessional conduct must be reported to the designated Ethics and Professionalism Officer or Child Protection Officer.
- **Investigation Protocol:** Reports will be investigated confidentially, with due process for all parties involved.
- **Consequences:** Violations of this policy may result in disciplinary action, up to dismissal or legal action.

7. Alignment with Canada Soccer and Ontario Soccer Standards

This policy reflects the ethical standards and safeguarding principles outlined by Canada Soccer and the Ontario Soccer Association and the Huronia District Soccer Association ensuring compliance with their current and future directives.

8. Acknowledgment

All representatives are required to review and acknowledge their understanding and commitment to this policy as part of their role within the organization.