



## **Barrie Cardinals Soccer Club De Futbol INC Policy for Witnessing/ Addressing Inappropriate Conduct Toward Parents, Coaches, and Team or Event Personnel**

### **1. Purpose**

This policy establishes clear guidelines for responding to and addressing inappropriate conduct directed at parents, coaches, or team personnel during any Barrie Cardinals Soccer Club event or activity. It underscores the club's commitment to creating a safe, respectful, and positive environment for all participants. This policy also includes any inappropriate conduct directed towards an event official or referee, as well as any members of our residing districts as well as visiting teams and their staff.

### **2. Scope**

This policy applies to:

- All Barrie Cardinals Soccer Club representatives, including leadership, staff, and volunteers.
- Parents, guardians, players, and community members involved in club activities.
- All events, including games, training sessions, camps, tournaments, and any Cardinal-approved activities.

### **3. Definition of Inappropriate Conduct**

Inappropriate conduct includes, but is not limited to:

- **Verbal Abuse:** Insults, threats, yelling, or any form of derogatory language.
- **Physical Intimidation:** Aggressive gestures, posturing, or attempts to physically harm others.
- **Harassment:** Persistent, unwanted behaviours that create a hostile environment.
- **Cyberbullying:** Online messages or posts targeting individuals with malicious intent.
- **Disrespectful Behaviour:** Actions that undermine the roles or responsibilities of parents, coaches, or personnel.



#### **4. Responsibilities**

**1. Witnesses:**

- Any individual who witnesses inappropriate conduct must report it promptly to a club representative or designated officer.

**2. Coaches and Team Personnel:**

- Maintain professionalism and refrain from escalating the situation.
- Document the incident and provide a report to the designated club official.

**3. Leadership and Administration:**

- Investigate the incident impartially and confidentially.
- Take appropriate action, including mediation, warnings, or disciplinary measures.

#### **5. Reporting Procedures**

**1. Immediate Action:**

- If the conduct poses a threat to anyone's safety, call 911 or local law enforcement immediately.

**2. Internal Reporting:**

- Report the incident to the club's **Conduct and Ethics Officer** or a designated administrator.
- Complete an **Incident Report Form**, detailing the nature of the conduct, individuals involved, and any witnesses.

**3. Confidentiality:**

- All reports will be handled with strict confidentiality, sharing details only with relevant parties. Maintaining a safe environment for all members is our focus and ensuring our members feel protected.



## **6. Investigation Process**

### **1. Assessment:**

- The Conduct and Ethics Officer will assess the report to determine its validity and severity. Recreate event, evaluate which parties should be notified.

### **2. Interviews:**

- Speak with all parties involved, including the individual accused of inappropriate conduct, witnesses, and the affected party.

### **3. Resolution:**

- Based on the findings, take one or more of the following actions:
  - Verbal or written warning.
  - Temporary or permanent suspension from club activities.
  - Referral to law enforcement if the conduct is criminal in nature.

## **7. Preventative Measures**

### **1. Code of Conduct:**

- Ensure all members, parents, and personnel sign and adhere to the organization's Code of Conduct.

### **2. Training:**

- Provide regular training to staff, volunteers, and parents on conflict resolution and respectful communication.
- Educate all members on the potential results or consequences if you are conducting yourself inappropriately.

### **3. Awareness Campaigns:**

- Promote awareness of this policy during meetings, events, and through club communications. Make this available on the club website.



## **8. Alignment with Organizational Values**

This policy aligns with the Barrie Cardinals Soccer Club's commitment to ethical behaviour, respect, and inclusivity, ensuring compliance with the standards set by Canada Soccer and the Ontario Soccer Association.

## **9. Review and Updates**

This policy will be reviewed annually to incorporate feedback, address new challenges, and align with evolving best practices.

## **10. Commitment Statement**

The Barrie Cardinals Soccer Club De Futbol INC is committed to fostering an environment of mutual respect and support. Inappropriate conduct directed at parents, coaches, or team personnel will not be tolerated, and immediate action will be taken to maintain the integrity and safety of our community.