Coach Code of Conduct

(Last Updated: September, 2025)

London TFC/FC London takes seriously the important role that youth sports programs play in promoting the physical, social and emotional development of young athletes. The purpose of this Code is to ensure a safe and positive environment within London TFC/FC London in which all individuals are treated with respect and fairness. It is important for young athletes to embrace the values of good sportsmanship, and for coaches to be models of good sportsmanship and to lead by example by demonstrating fairness, respect and self-control.

This Coach Code of Conduct has been developed for the purpose of encouraging and requiring respect, responsibility, fairness and good citizenship for all coaches in the club.

For coaches to participate in our programs, they must read and agree with this Code of Conduct. It will be the responsibility of coaches to ensure this code is adhered to as we strive to maintain a safe and positive environment in our soccer community.

Responsibilities

As per section 11 of Ontario Soccer's official *Code of Conduct and Ethics*, the responsibilities of London TFC/FC London coaches are as follows:

a) Maintain and enhance the dignity and self-esteem of Individuals and other persons by:

   i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, race or perceived race, nationality, ancestry,

place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, class, marital status, family status, religion, political belief, physical or mental disability, economic status or source of income;

ii. Focusing comments, criticism or disciplinary actions appropriately;

iii. Demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;

iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;

v. Treating individuals fairly and reasonably; and

vi. Adhering to London TFC/FC London's rules and policies and the spirit of those rules and policies.

b) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading, or malicious. Types of behaviour that constitute harassment include, but are not limited to:

i. Written or verbal abuse, threats, or outbursts;

ii. The display of visual material which is offensive or which a reasonable person ought to know is offensive in the circumstances;

iii. Racial harassment, which is racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;

iv. Unwelcome remarks, jokes, comments, innuendo, or taunts;

v. Leering or other suggestive or obscene gestures;

vi. Condescending or patronizing behaviour, which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;

vii. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;

viii. Hazing;

ix. Retaliation or threats of retaliation against an individual who reports harassment to London TFC/FC London;

x. Bullying;

xi. Offensive or intimidating communications, including social media;

xii. Inappropriate use of social media;

xiii. Displaying or circulating offensive pictures, photographs or materials in printed or electronic form;

xiv. Psychological abuse;

xv. Discrimination;

xvi. Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating;

xvii. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment; and

xviii. Retaliation or threats of retaliation against a person who reports harassment.

c) Refrain from any behaviour that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behaviour

that it is reasonable to interpret as a threat to exercise physical force. Types of behaviour that are applicable to this section include, but are not limited to:

i. Verbal threats to attack;

ii. Sending to or leaving threatening notes or emails;

iii. Making threatening physical gestures;

iv. Wielding a weapon;

v. Hitting, pinching or unwanted touching which is not accidental;

vi. Throwing an object;

vii. Blocking normal movement or physical interference, with or without the use of equipment; and

viii. Any attempt to engage in the type of conduct outlined above.

d) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:

i. Sexist jokes;

ii. Sexual violence;

iii. Display of sexually offensive material;

iv. Sexually degrading words used to describe a person;

v. Inquiries or comments about a person's sex life;

vi. Unwelcome sexual flirtations, advances, requests, invitations or propositions;

vii. Inappropriate sexual touching, advances, suggestions or requests;

viii. Persistent unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;

ix. Physical or sexual assault;

e) Abstain from the use of illegal drugs, or illegal or non-prescribed performance-enhancing drugs or methods.

f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate or unwanted activities

g) While acting in the capacity as either a coach or volunteer responsible for supervising activities and/or athletes, refrain from consuming recreational drugs, intoxicants or alcohol.

h) Respect the property of others and not willfully cause damage.

i) Adhere to all federal, provincial, municipal and host country laws.

j) Comply, at all times, with London TFC/FC London By-laws, policies, procedures, and rules and regulations, as adopted and amended from time to time.

k) Treat all other Individuals with respect.

l) Report to London TFC/FC London any ongoing criminal investigation, conviction, or existing bail conditions involving yourself, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal substance.

As per section 14 of Ontario Soccer's official *Code of Conduct and Ethics*, coaches of London TFC/FC London have the following additional responsibilities:

m) 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.

n) 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.

o) Avoid compromising the present and future health of athletes by communicating and cooperating with medical professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments.

p) Support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation with one of these programs.

q) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.

r) Act in the best interest of the athlete's development as a whole person.

s) Meet coaching credentials required by the London TFC/FC London and/or Ontario Soccer.

t) Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes.

u) Recognize the power inherent in the position of coach 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. Coaches 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.

v) Dress professionally, neatly, and inoffensively.

w) Use inoffensive language.

As per section 15 of Ontario Soccer's official *Code of Conduct and Ethics*, coaches of London TFC/FC London WILL NOT:

x) Exceed the authority of their assigned position.

y) Provide athletes with, or promote, encourage or condone the use by athletes of illegal drugs, alcohol, or performance enhancing substances or methods.

z) Engage in a sexual relationship with a minor athlete.

Discipline

Violation of this Code of Conduct may lead to one or more of the following penalties, singularly or in combination, and the penalties will escalate with each subsequent offence:

1. Verbal or written reprimand
2. Verbal or written apology
3. Removal of certain privileges
4. Payment of the cost of repairs for property damage
5. Payment of the cost of fines levied upon London TFC/FC London arising from a coach's violation of the within Code of Conduct
6. Suspension from certain teams, events, and/or activities
7. Suspension from all soccer related events for a set period of time
8. Termination/expulsion from London TFC/FC London

Complaints

London TFC/FC London takes seriously any allegations of breaches of the within Code of Conduct. We therefore encourage all members to report any conduct they believe violates our Code of Conduct. Reports must be made in good faith, meaning the person reporting has a reasonable and genuine belief that the information is true.

No one will be penalized or disciplined for making a report in good faith, even if the investigation finds no wrongdoing. We have a zero-tolerance policy for retaliation

against reporters.

The integrity of our reporting process is essential. Therefore, any individual who makes a report knowing it to be false, or with the malicious intent to harm or harass another person, will be subject to disciplinary action, in a form or forms outlined above, up to and including expulsion.

A finding of a malicious or knowingly false allegation is a serious matter. It requires evidence that the person making the report did so with the specific intent to deceive or cause harm, not merely that their account was later found to be unsubstantiated.

Complaints may be made in writing within 14 days of the incident to Jon Hasson[1] at jonh@fclondon.ca.

Complaints should include the following:

1. Your contact information;
2. The name and contact information (if possible) of the person alleged to have violated the Code of Conduct (the Respondent);
3. The date, time, and location of the alleged incident;
4. The section(s) of the Code of Conduct that have allegedly been violated;
5. A summary of the incident;
6. The names and contact information (if possible) of any witnesses to the incident;
7. All supporting material and evidence (i.e. emails, witness statements, photographs, etc.); and
8. The remedy that you are requesting be imposed against the Respondent, if found to have violated the Code of Conduct.

Note that in order to meets our obligation of procedural fairness to the Respondent, your complaint and supporting material will be disclosed to the Respondent to allow the Respondent the opportunity to respond to the allegations. Any witnesses listed on the complaint may also be contacted.

[1] Jon Hasson is the Primary Liaison for Child Protection at London TFC/FC London. Jon has been a member in good standing with the Ontario College of Teachers since 2004 and has completed the training required on protocols to ensure the safety of children and participants through the London District Catholic School Board, where he has been employed since 2004. This training includes the Commit to Kids online training through the Canadian Centre for Child Protection, and the Safe Sports Training module developed by the Coaching Association of Canada.