



## Code of Ethics and Conduct to Protect Children

### Statement of Commitment

ICSF Columbus FC is committed to the safety, rights, and well-being of all children and participants. The Club believes that all individuals have the right to participate in soccer in a safe, inclusive, and respectful environment, free from abuse, harassment, discrimination, and neglect.

The Club fosters positive, supportive relationships while maintaining appropriate boundaries between Persons in Authority and minors at all times.

ICSF Columbus FC complies with:

- The British Columbia Universal Code of Conduct (BC UCC)
- The policies and requirements of BC Soccer
- The Safe Sport framework of Canada Soccer

### Purpose

The purpose of this Code is to guide all staff, volunteers, and participants in maintaining ethical conduct, appropriate boundaries, and safe interactions, particularly with children, in all soccer-related activities.

### Application

This Code applies to all participants, including:

- Players
- Coaches
- Staff and volunteers
- Board members
- Match officials
- Parents/guardians and spectators

### A. Standards of Conduct

#### *Integrity in Sport*

All participants must uphold the integrity of soccer and must refrain from:

- Use of banned or performance-enhancing substances (in accordance with the Canadian Anti-Doping Program)
- Associating with individuals under anti-doping sanctions
- Consumption of alcohol or drugs while engaged in Club activities
- Providing or accepting bribes, gifts, or benefits that influence decision-making

- Forgery, falsification of documents, or unethical conduct
- Gambling or match manipulation

Participants must:

- Maintain confidentiality where required
- Act transparently and in good faith
- Comply with all Club, league, and governing body policies

## **B. Standards of Behaviour**

All participants must:

- Comply with the rules and regulations of Canada Soccer, BC Soccer, and ICSF Columbus FC
- Treat all individuals with dignity and respect
- Promote fair play and sportsmanship
- Resolve conflicts professionally and respectfully
- Maintain self-control and avoid abusive, threatening, or discriminatory behaviour

Adults (19+) must report any relevant criminal charges or conditions that may impact their role within the Club.

## **C. Responsibilities of Persons in Authority**

Persons in Authority (coaches, staff, volunteers, etc.) are held to a higher standard and must:

- Act with integrity, professionalism, and impartiality
- Maintain appropriate boundaries with all participants, especially minors
- Exercise care, diligence, and good judgment
- Avoid conflicts of interest
- Ensure safe, respectful environments at all times

## **D. Treating Children with Dignity and Maintaining Boundaries**

All Persons in Authority must:

- Treat children with respect and dignity
- Establish and maintain appropriate professional boundaries
- Ensure all interactions:
  - Are open, observable, and justifiable
  - Are tied to official duties
  - Support the child's development and well-being

## **E. Prohibited Conduct (Zero Tolerance)**

Persons in Authority must never:

- Engage in inappropriate physical contact with a child
- Engage in inappropriate or private communication with a child
- Be alone with a minor outside of permitted Safe Sport guidelines
- Engage in grooming behaviours, favouritism, or boundary violations

- Conduct their own investigation into allegations

#### **F. Examples of Inappropriate Behaviour**

Includes, but is not limited to:

- Communication outside of official duties (texts, social media, calls)
- Spending unauthorized time alone with a child
- Favouritism or special treatment
- Taking personal photos/videos of children
- Sexual comments, jokes, or exposure to inappropriate material
- Intimidation, threats, or ridicule

#### **G. Spectators and Parents**

Spectators and parents must:

- Encourage respect, fair play, and positive behaviour
- Refrain from criticism of players, coaches, or officials
- Respect officials' decisions
- Avoid entering playing or training areas
- Maintain a safe and respectful environment

#### **H. Reporting Requirements**

All staff and volunteers have a duty to report:

- Suspected child abuse
- Inappropriate conduct
- Any violations of this Code

Reporting Process:

- Concerns must be reported to the Executive Director at [ed@icsf.ca](mailto:ed@icsf.ca)
- Where the concern involves potentially illegal behaviour, it must also be reported to:
  - Police and/or
  - Child welfare authorities

All reports will be:

- Taken seriously
- Documented
- Handled in a timely, fair, and confidential manner

#### **I. Follow-Up and Enforcement**

- ICSF Columbus FC will cooperate with external authorities where required
- Internal reviews will be conducted for non-criminal matters
- Disciplinary action may include:
  - Warnings
  - Suspension

- Removal or expulsion

**J. Definitions**

- Participant – Any individual involved in Club activities
- Persons in Authority – Individuals in positions of trust (coaches, staff, volunteers, etc.)
- Minor – Any individual under 19 years of age in British Columbia
- Good Faith – Acting honestly, fairly, and without intent to deceive

**BC Soccer Alignment**

All ICSF Columbus FC policies align with the bylaws, rules, and Safe Sport requirements of BC Soccer and Canada Soccer.