

PFCPOL-9 CODE OF CONDUCT

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The Pickering Football Club will act with integrity in performing all duties owed to its Membership, the soccer community and the community at large.

The Pickering Football Club will demand the highest standard of personal conduct from its executive and any representative of the Club in any transaction and these transactions must be characterized by courtesy, good faith and respect.

The Pickering Football Club agrees to accept both the letter and spirit of the rules that define and govern sport and support the principles of fair play.

The Pickering Football Club recognizes soccer's contribution to the enrichment of life and is dedicated to the development of physical, mental, social and emotional fitness for our players.

Pickering Football Club will ensure:

For the Players:

- A commitment to take all required steps to ensure the protection of our minor athletes in potentially vulnerable situations by ensuring that more than one adult is present. Vulnerable situations can include, but are not limited to, closed doors meetings, travel, and training environments amongst others.
- Develop an appreciation for the game of soccer and develop the individual to the best of his/her ability.
- Provide appropriate level of competition for all players.
- Act in the best interest of the athlete's development as a whole person.

For the Coaches:

- Provide support and ongoing training for coaches within the club.
- Provide coaches with a Code of Ethics representing the club's expectations of them as coaches with the Pickering Football Club.

For the Parents:

- To encourage parents to participate in the development of players by volunteering.
- Make athletic participation for your child a positive experience.

For the Referees:

- Provide an atmosphere of support and respect for them as officials of the game of soccer.
- Provide ongoing training for all of our junior and senior referees.

For the Community:

- Govern all youth and junior soccer within the geographic boundaries of the City of Pickering.
- To promote best interest of soccer in the community, province, and country.

The Pickering Football Club expects from its Membership:

Players:

- Wear uniform proudly.
- Arrive on time.
- Obey directions of your coach.
- Act in a sportsmanlike manner at all times.
- Avoid improper conduct.
- Respect referee's decision
- Be aware that the laws of soccer forbid abusive language and racial innuendo.
- While representing the Pickering Football Club at tournaments or any other event, all players will conduct themselves in a proper and orderly manner.
- When required all players will wear the uniform provided to them by the Pickering Football Club.

Coaches:

- Always adhere to the "Rule of Two"
 - This means that any one-on-one interaction between a PFC representative and an athlete must take place within the presence of the second adult, with the exception of medical emergencies.
 - Should there be a circumstance where a screened, trained, and certified representative is not available, a screened volunteer, parent, or adult can be recruited.
- Review and practice "*PFC Guidelines on Safe Working Practice for Adults Working with Children and Youth*"
- Support the principles of fair play and promote sportsmanship.
- Treat players with respect and allow them to participate equally no matter what talent they have.
- Be responsible for encouraging good conduct by parents and players at games.
- Help athletes develop a positive self-image.
- While representing the Pickering Football Club at tournaments or any other event, it is the responsibility of the coach to ensure that all players under his control will not attempt to embarrass or demean their hosts or act in any way which would serve to bring the Pickering Football Club into disrepute.

Match Officials:

- Match Officials are to conduct themselves in accordance and compliance with the OS Referee Code of Conduct. For more information, please see this link: <https://www.ontariosoccer.net/match-official-forms>

Parents:

- Be kind to your child's coach and to officials. The Coach is a volunteer giving of personal time and money to provide a recreational activity for your child. The coach is providing valuable community service often without reward other than the personal satisfaction of having served his community.
- Applaud good plays by your team and by members of the opposing team.
- At every soccer match you require someone to be in control. That is the official. This person allows your child to play this game fairly. Please do not abuse them. They are doing their best. Please remember many of our referees are young people who are learning the game themselves. Treat them, as you would like your child treated. Let us respect their decisions.
- Please make sure your child is on time for games and practices.
- Please assist us in making it a pleasant experience by volunteering whenever possible.

Drugs, Tobacco, Alcohol, E-cigarettes

In accordance with the Smoke Free Ontario Act, 2017, and the Regional Municipality of Durham By-law number 28-2019, Pickering Football Club prohibits smoking tobacco, holding lighted tobacco, using e-cigarettes, or holding activated e-cigarettes in the workplace. This policy aims to reduce exposure to second-hand smoke and vapour, both of which can cause serious health risks, including lung cancer and cardiovascular disease.

The use, possession, transfer, or sale of any illegal substance on company premises, parking lots, or work sites is strictly prohibited.

Company premises/work sites include the Pickering Soccer Centre, and any site where Pickering Football Club events are being staged including, but not limited to, outdoor fields.

All employees and non-employees are expected to comply with these guidelines to ensure a safe and respectful environment for all.

Employees and non-employees requiring accommodation due to a disability (e.g., substance abuse issues) or prescribed medical drugs (including cannabis) should report their condition to management in confidence to discuss necessary accommodations.

Employees

Employees are strictly prohibited from reporting to work or engaging in work while impaired by drugs, alcohol, or other substances, including cannabis.

Non-Employees

Non-employees are strictly prohibited from engaging in activities while impaired by drugs, alcohol, or other substances, including cannabis.

At Pickering Football Club, non-employees include patrons, spectators, contractors, visitors, and vendors while on company premises or work sites.

The Pickering Soccer Centre expects from its Patrons:

Zero Tolerance for Unacceptable Behavior.

Harassment, discrimination, vandalism and violence as defined in this Policy are unacceptable behaviors. Unacceptable behavior also includes activity that is disturbing to any employee or customer where they feel unsafe, threatened or harmed. It is also unacceptable behavior to act in a manner that destroys, damages, defaces or compromises the safety of Pickering Soccer Centre property.

For greater clarity, unacceptable behaviors involving employees and/or patrons includes, but is not limited to the following:

- Physical violence, assault and fighting.
- Unwelcome physical contact.
- Possession of a weapon.
- Intimidation or threat of violence, whether verbal, written or by social media.
- Verbal abuse including shouting, profanity or aggressive tone or language.
- Failure to follow directions of Pickering Soccer Centre employees and Club staff.
- Using language that demeans, humiliates or expresses hate or incite harassment towards an individual(s).
- Unsafe activity.
- Stalking.
- Excessive calls, emails or other communications.
- Alcohol possession or consumption where there is no liquor license.
- Conduct which involves judgment apparently impaired by alcohol or drugs.
- Recording images or video in dressing rooms, washrooms, private office areas or other clearly signed areas without prior authorization by the Pickering Soccer Centre.
- Causing unsanitary conditions.
- Wearing attire with abusive, profane or racist images or language.
- Bullying or harassment, including sexual harassment.
- Aggressive, hostile or unwelcome activity or conduct which is directed to, or at Pickering Soccer Centre employees or other customers.
- Any other activity determined by an employee to be unsafe or inappropriate, where the individual involved is advised and the individual does not stop the unsafe or inappropriate activity.

Pickering Soccer Centre Code of Conduct Procedure:

Where an employee(s) has determined that an individual(s) has breached the Code of Conduct Policy, these steps should be followed:

- Assess the situation, do not engage in physical confrontation.
- Address individual(s) in a courteous but firm manner, enlist the support of other employees where possible.
- Request cooperation by the individual and advise of next steps.
- Employees may speak to members of the customer user group or permit holder to obtain support in intervening with the individual, or to obtain contact name/address of the individual(s) causing the situation.
- Employees will intervene with the individual only when safe, to advise that the activity in question must stop.
- If no cooperation is received, ask the individual(s) to leave the facility/premises.
- When there is a physical threat to customer or employee safety, any employee should call 911 for assistance.
- The employee will notify their next level supervisor immediately if the individual has been advised to leave Pickering Soccer Centre property or the police have been contacted.
- Employees will submit a Security Incident Report within 24 hours of the event taking place.
- Any individual ordered off Pickering Soccer Centre property may be prohibited from returning to Pickering Soccer Centre property for 24 hours and until such time that management has reviewed the Security Incident Report and has assessed the incident.
- Management or their designate will determine the appropriate actions based on the Code of Conduct Policy. The action may include a letter of warning issued to the individual(s), or time-based bans from entering the facility.

Pickering Football Club Code of Conduct Consequences (Player, Referee, Coach, Parents, PSC Patron)

- Individuals who engage in any unacceptable behaviour, as outlined in this Policy, may be subject to immediate removal from property and a ban period assigned.

- The Code of Conduct outlines the consequences associated with the level of incident that occurred and your role as a Player, Coach, Spectator and/or PSC Patron. Management will determine the appropriate actions based on the Code of Conduct.
- In the event of a serious breach of the Policy, and as outlined in this Code of Conduct, Management or designate may suspend or cancel membership, remove an individual from a program or activity, or stop the provision of a Pickering Soccer Centre service without a refund of fees paid.
- All incidents that result in a ban will be followed up in writing to the individual by Management, outlining the details of the ban. Appropriate employees will be copied on the correspondence, so they are aware of the nature of the ban.
- Time banning may result in being banned from a selection of or from all Pickering Football Club programs, services and property.
- If circumstances warrant, Management may request that the organization consider a trespass notice. If approved, the Pickering Football Club will authorize Management to issue the trespass notice.