



# Croatia Norval S.C.

## Code of Conduct & Ethics for Coaches & Managers

<u>Policy Type</u>	<u>Author</u>	<u>Approved By</u>	<u>Approval Date</u>
HR/Admin.	A. Radosevic	CNSC B.O.D	Dec 1, 2022



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## Code of Conduct & Ethics for Coaches & Managers



### **CLUB CODES OF CONDUCT & ETHICS**

The Croatia Norval Soccer Club expects all Coaches & Managers to always be a positive representative of the Club. As such, CNSC has implemented the following Code of Conduct & Ethics and requires that it be always adhered to. CNSC will ensure all Coaches & Managers are made aware of this Code and will make it available on the Club's website and in manuals and handbooks. If a Coach or Manager fails to comply with the standards outlined in this code, disciplinary measures will be taken by the Club.

### **A Coach & Manager must:**

- 1) Create and maintain a positive environment that promotes team building and development.
- 2) Be committed to improving the performance of the players and the team technically, physically, socially, and mentally.
- 3) Provide a high-quality soccer program that positively reflects the values of CNSC.
- 4) Comply with all CNSC policies and procedures as stated in league manuals, on the website, and shared via e-mail and other club communications channels.
- 5) Create an environment that is open and inclusive to all regardless of race, religion, gender, or sexual orientation, and not an environment that anyone affiliated with the team might find offensive, sexually suggestive or uncomfortable in any way.
- 6) Ensuring the safety of the players is always paramount.
- 7) Be thoroughly acquainted with the latest FIFA Laws of the Game and keep attuned to the sound principles of coaching.
- 8) Respect all people affiliated with the game - players, referees, coaches, spectators, etc.
- 9) Act as a positive role model always as players look up to team officials and model their behaviour after them.
- 10) Encourage players to exhibit good sportsmanship, be gracious winners and losers and always play fairly within the laws of the game.



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- 11) Be enthusiastic and positive. Be generous with praise when deserved and provide feedback in a positive format that promotes the improvement and confidence building.
- 12) Do Not in any way use slander and/or disparaging remarks that bring the club into disrepute.
- 13) Understand that if any suspension occurs from Peel Halton Soccer Association or Ontario Soccer, CNSC can take additional action against the coach/manager if deemed necessary.

I acknowledge that this Code of Conduct has been adopted by CNSC and agree that if I fail to abide by these rules and guidelines, I will be subject to disciplinary action by CNSC that could include without progressive steps, but is not limited to the following:

- A. Warning.
- B. Probation.
- C. Game(s) Suspension.
- D. Removal from the program.

In the event, a situation arises that calls for interpretation, CNSC will consider the best interest of each athlete, the entire team, CNSC and the integrity of the game. Participation in CNSC as a coach or Manager is voluntary and as such, it is the CNSC’s President and/or Technical Director’s right to determine who is considered eligible to participate in a Coaching / Manager’s capacity. The decision of the CNSC’s President and/or Technical Director will be final.

### **Coach/Manager Sign Off**

I have read, understand & agree to adhere to CNSC’S Code of Conduct & Ethics for Coaches & Managers.

Name:	Date:	Signature:
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Rev. #	Date	Revisor	Comments
.001	Dec 1, 2022	A. Radosevic	New Document