



# RESPECT. PRIDE. INSPIRE

## BARRIE SC TOWARDS A SINGLE GOAL

<b>Section:</b> <b>Administration</b>	<b>Subject:</b>  <b>Codes of Conduct</b> <b>Board of Directors, Staff and</b> <b>General Principles</b> <b>PP-0303-00</b>	<b>Barrie Soccer Club</b> <a href="http://www.barriesoccer.com">www.barriesoccer.com</a> <a href="mailto:info@barriesoccer.com">info@barriesoccer.com</a> 7 Currie Drive, Midhurst, ON L4M 6E9		
<b>Application:</b> <b>Reference Data –</b> <b>Section 03 –</b> <b>Technical</b>		<b>Day</b> <b>06</b>	<b>Mth</b> <b>02</b>	<b>Year</b> <b>18</b>

### Codes of Conduct – General Principles

The Barrie Soccer Club (BSC) has established Codes of Conduct for all user groups including Board Members, Staff, Committee Members, Players, Parents, Spectators and Referees referenced in policies:

PP-0303-00 Codes of Conduct - Board of Directors, Staff and General Principles  
 PP-0303-01 Player Code of Conduct  
 PP-0303-02 On Field Code of Conduct  
 PP-0303-03 Coaching Staff Code of Conduct  
 PP-0303-04 Parent/Carer/Guardian/Spectator Code of conduct  
 PP-0303-05 Referee Code of Conduct  
 PP-0303-05 Code of Conduct to Protect Children

### **Purpose:**

The purpose of this Code is to ensure a safe and positive environment by making all persons involved with the Club aware that there is an expectation, at all times, of appropriate behaviour consistent with the values of Ontario Soccer and with this Policy. The Barrie Soccer Club supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect.

### **Board of Directors Accountabilities:**

The Board of the BSC is responsible to the Membership of BSC as defined in the Constitution & Bylaws of the Club and to provide leadership and direction. Members of the BSC Board and Members of Board Committees, shall at all times be governed by applicable federal and provincial statutes, by the Bylaws, and by Policies adopted by Ontario Soccer, the HDSA and the Club for the governance and management of its affairs. These individuals shall ensure that their actions or decisions do not conflict with the published rules of Ontario Soccer, Roberts Rules of Order, the BSC or the Harassment Policies of Ontario Soccer and the Club.

In representing the members of the Barrie Soccer Club and acting as their “trustee”, Directors have three basic duties:

1. The Duty of Diligence: This is the duty to act reasonably, prudently, in good faith and with a view to the best interests of the BSC and its members.
2. The Duty of Loyalty: This is the duty place the interests of the BSC first, and to not use one's position as a director to further private interests.



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3. The Duty of Compliance: This is the duty to act within the scope of the governing policies of Ontario Soccer, the HDSA, the Club and within the scope of other laws, rules and regulations that apply to the BSC or its governing bodies.

### Members of the Board of the BSC, Staff and Members of Committees Shall:

- i. Respect the rights, dignity and worth of all other persons;
- ii. Be responsible first as their priority the welfare of the BSC and function primarily as a Member of the Board, not as a member of any particular constituency;
- iii. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the BSC;
- iv. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- v. Behave with appropriate decorum and be fair, equitable, considerate and honest in all dealings with others;
- vi. Exercise due diligence in upholding their fiduciary responsibility to the Membership of the BSC;
- vii. Abide by all motions passed by the Board in accordance with Roberts Rules of Order;
- viii. Respect the confidentiality appropriate to issues of a sensitive nature and comply with the BSC Confidentiality Policy;
- ix. Ensure that all members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- x. Respect and support the decisions of the majority and remove themselves from a meeting or resign if unable to do so; and commit the time to attend meetings and to be diligent in their preparation for and participation in discussions;

#### Duty of Diligence:

- i. Act prudently and in the best interests of the BSC
- ii. Exercise the same level of care that a reasonable person with similar abilities, skills and experience in similar circumstances
- iii. Act cautiously and try to anticipate the consequences of their decisions and actions before they undertake them
- iv. Act honestly and forthright
- v. Take reasonable steps to manage foreseeable risks

#### Duty of Loyalty:

- i. Put the interests of the BSC first which will take precedence over any other interest, including their own personal interests
- ii. Avoid putting themselves in a situation of a conflict of interest
- iii. Act properly in disclosing a situation of a conflict of interest and ensure they play no part in discussing, influencing or making decision relating to that conflict



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iv. Disclose any conflicts of interest per Ontario Soccer's and the BSC's *Conflict of Interest Policy*

### Duty of Compliance:

- Comply with the BSC's governing documents and ensure that staff and committees do as well.
- Ensure the BSC's governing documents remain current and accurate.
- Obey external laws and rules that are imposed upon the BSC.

### Guiding Principles:

#### Failure to Comply:

- Self-removal from a meeting or the Board or Committee
- Board mandated-removal from a meeting, Committee
- Membership removal from the Board
- Discipline, up to and including termination of Staff for non-compliance

#### Training:

The BSC commits to training, acknowledgement and understanding for all Board Members, Staff and Members of Board Committees by providing:

- Orientation training for new and existing Board Members, Staff and Committee Members
- Documenting acknowledgement of training and understanding by Board Member, Staff and committee Members
- Annual renewal of understanding recorded by form or motion or by signature on appropriate documentation.

Board Members, Staff and Committee Members are expected to review this policy annually at the beginning of the fiscal year/season, either as a group (in which case the review will be documented in the minutes), or individually and acknowledge their review, understanding and commitment to uphold these principles during their term in office by attesting below.

\_\_\_\_\_  
Name (Print)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date