



ETOBICOKE FOOTBALL CLUB

ZERO TOLERANCE POLICY

PURPOSE

Ontario Soccer (“OS”) is committed to promoting positive behavior on and off the soccer field through the support of coaches, parents, players, volunteers and officials. Respect is the communal responsibility of each participant in soccer to create an environment that is both safe and enjoyable for all who take part.

The Etobicoke Football Club (the “Club”) is a strong supporter of making sport safe for our youth. Verbal abuse directed toward referees, players and team officials remains a particular problem. Accordingly, the Club has established the Zero Tolerance Policy for Spectators. For purposes of this policy a Spectator is defined as an immediate family member or guardian associated with a game participant, including aunts, uncles, grandparents or children.

The Policy establishes a set of expectations around inappropriate behavior for Spectators, including but not limited to offensive, insulting or abusive language or behavior, sexist or racist remarks, violence and vandalism, in order to ensure the safety and enjoyment of all.

FAIR PLAY CODE OF CONDUCT FOR SPECTATORS

We all have a responsibility to promote high standards of behavior in the game. In particular, Spectators’ expectations and attitudes have a significant bearing on a child’s attitude toward:

- Other players;
- Referees;
- Team officials; and
- Spectators.

The Club wants to ensure soccer can be enjoyed in a safe, positive environment. Remember children’s soccer is a time for them to develop their technical, physical, tactical and social skills. Winning isn’t everything.



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The goal of the Fair Play Code of Conduct operating procedure is to promote a positive, safe and supportive environment for all participants at the Club's soccer activities. If a Spectator chooses not to follow the Fair Play Code of Conduct, any, or all, of the following actions may be taken by the Club and the Spectator may be:

- Issued with a verbal warning from the Club or league official;
- Required to leave the match venue by the Club or game official;
- Required to meet with the Club's discipline committee;
- Requested by the Club not to attend future games or practices; and
- Suspended or have Club membership revoked.

EVENT / OCCURRENCE PROCEDURES

Game official handling and reporting of abusive behavior:

When a person(s) in attendance, including but not limited to the game official, feels they are being abused, as per the scope of this policy, by a Spectator, the game official will be allowed to suspend the game. In all cases, the game official must inform the coaches from both teams that the game has been suspended and file a Special Incident Report with the Club, who will process this document in accordance with the rules defined by the OS.

If a Spectator's behavior results in the game official suspending play, the appropriate coach will provide the game official with the name of the individual(s) that is identified by the game official and the coach must advise the individual(s) that the next occurrence of a similar nature will result in an abandonment of the game. If the individual(s) is not associated with either team, the individual(s) may be warned that local authorities may be called to deal with the incident.

Where the situation cannot be rectified the game will be abandoned. However, where the incident has been resolved and the game continues without any further incident, the game official will inform his/her referee coordinator that the game was temporarily suspended, including providing a detailed explanation of the reason for the suspension of play and toward whom the abuse was directed.

If the source of the abuse is from a Registrant, the game official should conduct himself/herself according to the policies for discipline management for OSA registrants as set out in the OS Policy (Code of Conduct and Ethics Policy, March 2018).



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In all cases the game official must file a Special Incident Report to the Club's discipline committee for review.

Reporting of abusive behavior by non-game officials:

In the event that an incident of abuse is not recognized by a game official, or occurs in a non-game situation, for example during a practice session, it is the obligation and duty of the coach and/or other team officials to report such incident to the Club's discipline committee. Details such as the day, time and location that the incident occurred, the parties involved, description of the abusive behavior and to whom the behavior was directed must be provided in the report.

A Spectator who feels that they have been the subject of, or witness to, abusive behavior, including but not limited to a team official such as a coach, may submit a written complaint to the Club's discipline committee. Details such as the day, time and location that the incident occurred, the parties involved, description of the abusive behavior and to whom the behavior was directed must be provided in the report.

DISCIPLINE COMMITTEE PROCEDURES

1. **1st OFFENCE (Written warning):** Any Spectator judged by the Club's discipline committee to be guilty of abusive conduct towards anyone in attendance at a Club event will be reprimanded in writing.
2. **2nd OFFENCE (Discipline by hearing):** Any Spectator judged by the Club's discipline committee to be guilty of a second incidence of abusive conduct towards anyone in attendance at a Club event will be required to attend a hearing with the Club's discipline committee to address their behavior. A second offence may result in a Spectator being suspended from attending future games and practices for a specified period of time as determined by the Club's discipline committee.
3. **3rd OFFENCE (Discipline by hearing):** Any Spectator, judged by the Club's discipline committee to be guilty of a third incidence of abusive conduct towards anyone in attendance at a Club event will be required to attend a hearing with the Club's discipline committee to address their behavior. In the unfortunate circumstance and as a last resort, for the protection of all participants associated with the Club's soccer activities, a third incident may result in all playing members of the immediate family in question being deregistered from the Club.



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In extreme cases and/or depending on the nature of the behavior, as determined by the Club's discipline committee, a suspension from attending future games or practices and/or the de-registration process may be invoked after a first or second offence.

This policy only covers non-playing Spectators which are associated with a game participant. For incidents not related to the event or involving non-associated spectators the Club cannot enforce the Zero Tolerance Policy and/or Discipline Policies, however civil or criminal action may be sought by the parties involved as the case may be.

If the source of the abuse is from a Registrant such as a team official, discipline procedures for the individual(s) involved will follow the policies for discipline management for OS registrants as set out in the OS Policy (Code of Conduct and Ethics Policy, March 2018).

SUMMARY

For direction regarding policies for discipline management for OS Registrants, please refer to OS Policy (Code of Conduct and Ethics Policy, March 2018).