



Bryst Football Academy

Compliance with Governing Organization By-Laws, Policies, and Directives

(Aligned with Canada Soccer, Ontario Soccer, and the York Region Soccer Association Requirements)

1. Purpose

The purpose of this document is to demonstrate that **Bryst Football Academy (Bryst)** operates in full compliance with the by-laws, policies, and directives of its governing bodies — **Canada Soccer, Ontario Soccer**, and its **District Association, the York Region Soccer Association**. This commitment ensures that Bryst adheres to the highest standards of governance, integrity, safety, inclusivity, and development within Canadian soccer.

2. Governance Alignment

Bryst maintains governance structures and practices that are consistent with the requirements established by Canada Soccer and Ontario Soccer, including:

- **Adoption of Required Policies:** Bryst has formally adopted and implemented policies aligned with Canada Soccer's and Ontario Soccer's **Club Licensing Program Standards**, including but not limited to:
 - Code of Conduct and Ethics
 - Safe Sport and Rule of Two Policies
 - Child and Youth Safety Policy
 - Discipline, Complaints, and Appeals Policies
 - Inclusion, Diversity, Equity, and Accessibility Policy
 - Harassment and Bullying Prevention Policy
 - Privacy and Data Protection Policy

- Governance and Human Resource Management Policies
- **Board Structure and Governance Practices:**
Bryst operates under a clear and transparent governance model with defined roles and responsibilities for the Board of Directors and operational leadership, ensuring:
 - Compliance with all **Canada Soccer and Ontario Soccer By-Laws** regarding governance and conduct.
 - Annual review and renewal of governance documents; and
 - Board and staff awareness of compliance obligations through regular training and updates.

3. Operational Compliance

Bryst demonstrates operational compliance with governing body requirements through the following measures:

- **Registration and Affiliation:**
Bryst maintains active registration and good standing with the **York Region Soccer Association** and **Ontario Soccer**, meeting all annual reporting and fee requirements.
- **Participant Registration and Insurance:**
All players, coaches, and staff are properly registered through the Ontario Soccer registration platform, ensuring alignment with **insurance and participant safety** standards.
- **Coaching and Technical Standards:**
Bryst ensures that all coaches hold **Canada Soccer-approved coaching certifications** and adhere to the **Long-Term Player Development (LTPD)** model and **Safe Sport principles**.
- **Match and Competition Conduct:**
Bryst follows the **Laws of the Game** and the **disciplinary and competition rules** established by Ontario Soccer and Canada Soccer. Match officials are certified, and all competitions are sanctioned accordingly.

4. Safe Sport and Participant Welfare

Bryst upholds Canada Soccer's **Safe Sport Roster** and **Code of Conduct to Protect Children**, ensuring that:

- All staff and volunteers undergo **mandatory screening** (e.g., Vulnerable Sector Checks, Reference Checks).
- The **Rule of Two** is consistently applied in all environments involving minors.
- **Incident reporting and response procedures** are established and transparent.

- **Education and awareness** sessions on Safe Sport are delivered regularly to coaches, players, and parents.

Bryst's Safe Sport framework ensures an environment that prioritizes **physical, emotional, and psychological safety** for all participants.

5. Inclusion, Diversity, and Accessibility

In compliance with the **Canada Soccer Guide to Accessibility and Inclusion**, Bryst:

- Promotes inclusive access to programs for participants of all backgrounds and abilities.
- Provides **accommodation and support mechanisms** for players with financial or accessibility barriers.
- Demonstrates commitment to **diversity, equity, and inclusion (DEI)** in recruitment, program design, and community engagement.

6. Ethical Standards and Conduct

Bryst enforces high ethical standards consistent with **Canada Soccer's Code of Conduct and Ethics**, including:

- Zero tolerance for discrimination, harassment, abuse, or misconduct.
- Transparent **disciplinary and appeals processes** for all participants.
- Education on ethical behaviour, respect, and fair play.

7. Documentation and Reporting

Bryst maintains up-to-date documentation to demonstrate compliance, including:

- Approved and signed copies of all required policies and procedures.
- Records of staff training, screening, and certifications.
- Evidence of program delivery aligned with Canada Soccer's and Ontario Soccer's standards.
- Annual compliance reports submitted to the **York Region Soccer Association** and **Ontario Soccer**.

8. Continuous Improvement and Monitoring

Bryst is committed to continuous compliance improvement through:

- Annual internal reviews of all policies and procedures.
- Implementation of recommendations arising from **Ontario Soccer audits** or **Club Licensing assessments**.
- Ongoing training and professional development for staff and volunteers to ensure continued alignment with national and provincial soccer directives.

9. Statement of Compliance

Bryst Football Academy affirms that it is in full compliance with the by-laws, policies, and directives of:

- **Canada Soccer** (National Governing Body)
- **Ontario Soccer** (Provincial Governing Body)
- **York Region Soccer Association** (District Governing Body)

and will continue to review, update, and implement all required standards to maintain good standing and uphold the integrity of the sport.