

BRYST FOOTBALL ACADEMY

Ethics Policy

(Aligned with Canada Soccer's Code of Conduct and Ethics and Safe Sport Requirements)

1. Purpose

The purpose of this Ethics Policy is to establish clear expectations for ethical behaviour, integrity, and professionalism by all individuals representing **Bryst Football Academy**. This policy supports the mission and values of Bryst and aligns with **Canada Soccer's Code of Conduct and Ethics**, ensuring that all actions reflect honesty, respect, fairness, and responsibility in every aspect of our operations.

Bryst is committed to maintaining a culture that prioritizes **safe, inclusive, and ethical participation** in soccer, free from discrimination, abuse, harassment, or corruption.

2. Scope

This policy applies to all individuals associated with Bryst Football Academy, including:

- Players and participants
- Coaches, referees, and team personnel
- Staff, administrators, and contractors
- Board members and volunteers
- Parents, guardians, and spectators

All individuals are expected to always adhere to this policy, both on and off the field, in person and online, while representing Bryst Football Academy.

3. Guiding Principles

Bryst Football Academy upholds the following ethical principles, in accordance with **Canada Soccer's Code of Conduct and Ethics**:

- **Integrity:** Acting with honesty and transparency in all activities.
- **Respect:** Treating others with dignity, equality, and courtesy always.
- **Fairness:** Promoting just and unbiased treatment for all participants.
- **Responsibility:** Demonstrating accountability for actions and decisions.
- **Safety:** Ensuring the protection, welfare, and well-being of all participants, especially children and youth.

- **Excellence:** Striving for the highest standards of conduct, professionalism, and performance.

4. Ethical Standards of Conduct

All Bryst representatives must:

a) Promote a Safe and Inclusive Environment

- Always Uphold Safe Sport principles and the Rule of Two.
- Prohibit discrimination, harassment, bullying, or abuse of any kind.
- Respect diversity and promote equity and inclusion in all programs.

b) Demonstrate Integrity and Honesty

- Conduct themselves in a manner that enhances the reputation of Bryst and the sport.
- Avoid conflicts of interest or misuse of club resources or information.
- Report any unethical behaviour, misconduct, or policy violations immediately.

c) Respect for Others

- Treat teammates, opponents, officials, and spectators with respect and sportsmanship.
- Refrain from using profanity, intimidation, or derogatory comments.
- Celebrate success with humility and accept defeat with grace.

d) Protection of Children and Vulnerable Participants

- Follow all requirements under the **Child Safety Policy** and **Screening Policy**.
- Maintain appropriate physical, verbal, and digital boundaries.
- Report any suspicion or incident of misconduct, abuse, or neglect promptly.

e) Compliance and Professionalism

- Adhere to all Bryst, Ontario Soccer, and Canada Soccer policies.
- Follow all applicable laws, regulations, and sport governance rules.
- Refrain from behaviour that discredits Bryst or the game of soccer.

5. Conflict of Interest

- Individuals must disclose any actual, potential, or perceived conflicts of interest to the Bryst Board or their supervisor.

- No person may use their position to obtain personal benefit or influence decisions improperly.
- All decisions must prioritize the best interests of the club and its participants.

6. Confidentiality and Data Protection

- All personal and sensitive information (including player data, financial details, and disciplinary matters) must be kept strictly confidential and shared only with authorized persons.
- Information must be stored and managed in accordance with the **Personal Information Protection and Electronic Documents Act (PIPEDA)**.

7. Reporting and Accountability

Bryst Football Academy encourages the reporting of any ethical concerns or violations without fear of reprisal.

Reporting Procedure:

1. Report concerns to the **Club Director**, or **Board of Directors**.
2. Where appropriate, reports may also be made through **Canada Soccer's Independent Safe Sport Reporting System**.
3. All reports will be handled promptly, confidentially, and in accordance with due process.
4. Retaliation or reprisal against individuals who report concerns in good faith is strictly prohibited.

8. Breaches and Disciplinary Action

Violations of this Ethics Policy may result in disciplinary measures, which could include:

- Verbal or written warnings
- Suspension or termination of duties or membership
- Referral to law enforcement or governing sport authorities
- Sanctions in accordance with **Canada Soccer's Discipline, Complaints, and Appeals Policies**

Disciplinary processes will be guided by principles of fairness, impartiality, and transparency.

9. Education and Awareness

Bryst Football Academy commits to:

- Providing education on ethical conduct, integrity, and respect for all participants.
- Ensuring that all staff, coaches, and volunteers complete **Safe Sport** and **Respect in Sport** training.
- Promoting awareness of Canada Soccer's **Code of Conduct and Ethics** and its alignment with Bryst policies.

10. Review and Continuous Improvement

This Ethics Policy will be reviewed **annually** or as needed to ensure alignment with:

- Updates to **Canada Soccer's Code of Conduct and Ethics**
- Changes in relevant legislation or Safe Sport standards
- Club development priorities and member feedback

11. Approval and Implementation

This Ethics Policy was reviewed and approved by the **Bryst Football Academy Board of Directors**.