

1.8 Team Personnel

- 1.8.1 In addition to Articles 1.4-1.6, **Team Personnel** (which includes, but not limited to, all Coaches, Assistant Coaches, and Managers, Gender Representatives, Medical or other personnel in a position of influence on the athletes) have many additional responsibilities. The Team Personnel-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Team Personnel must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Team Personnel will:
- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
 - b) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes
 - c) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
 - d) Support the coaching staff of a training camp, provincial team, or national team, should an athlete qualify for participation with one of these programs
 - e) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
 - f) Act in the best interest of the athlete's development as a whole person
 - g) Respect other coaches
 - h) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by the SSA's *Screening Policy*
 - i) Report any ongoing criminal investigation, conviction, or existing bail conditions, including those for violence, child pornography, or possession, use, or sale of any illegal substance
 - j) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco
 - k) Respect athletes playing with other teams and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the athletes
 - l) Not engage in a sexual relationship with an athlete under 18 years old, or an intimate or sexual relationship with an athlete over the age of 18 if the Team Personnel is in a position of power, trust, or authority over the athlete
 - m) Recognize the power inherent in the position of Team Personnel and respect and promote the rights of all participants in sport. This is accomplished by establishing and following procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Team Personnel have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights
 - n) Dress professionally, neatly, and inoffensively
 - o) Use inoffensive language, taking into account the audience being addressed
 - P) Act professionally at all times
 - q) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators.

1.9 Athletes

- 1.9.1 In addition to Articles 1.4-1.6, **Athletes** will have additional responsibilities to:
- a) Report any medical problems in a timely fashion, when such problems may limit their ability to travel, practice, or compete; or in the case of carded athletes, interfere with the athlete's ability to fulfill requirements under the Athlete Assistance Program
 - b) Participate and appear on-time, well-nourished, and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and events
 - c) Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
 - d) Adhere to the SSA's rules and requirements regarding clothing and equipment
 - e) Never ridicule a participant for a poor performance or practice
 - f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators
 - g) Dress in a manner representative of the SSA; focusing on neatness, cleanliness, and discretion
 - h) Act in accordance with the SSA's policies and procedures and, when applicable, additional rules as outlined by coaches or managers
 - i) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators

1.10 Officials

- 1.10.1 In addition to Articles 1.4-1.6, **Officials** will have additional responsibilities to:
- a) Conduct him/herself with dignity both on and off the field of play and shall, by example, seek to inspire the principles of fair play and earn the respect of those the referee serves
 - b) Not cause the Canadian Soccer Association, Saskatchewan Soccer Association or any regional referees association to become involved in any controversial matters and shall abide by the rules and regulations of the provincial soccer association and the referee's own regional association
 - c) Adhere to all standards and directives established by the international (FIFA), national (CSA) and provincial (SSA) soccer association, and the referee's regional association
 - d) Always be neat in appearance and maintain a high level of physical and mental fitness
 - e) Study the Laws of the Game and be aware of all changes and shall enforce all said Laws and Changes
 - f) Perform his/her designated duties, including attending organized clinics and lectures, etc. and shall assist their colleagues in upgrading and improving their standards of officiating, instructing and assessing
 - g) Adhere to the Canadian Soccer Association's Anti-Doping Policy
 - h) Honor any appointments made for and accepted by them unless unable to do so by virtue of illness or personal emergency
 - i) Not publicly criticize other referees, the national or provincial soccer association, or any referee's association
 - j) Not make any statement to the media (newspaper, television, radio, etc.) related to a game in which the referee has officiated, or to the performance of the players or other officials
 - k) Not accept any appointment to officiate in any competitive game involving a team in the same age group and gender division in the same league to which the referee is directly affiliated as a registered coach or manager

- l) Not accept an appointment to officiate in any provincial championship game involving a team or club to whom the referee is directly affiliated as a player, a registered coach or manager, and elected executive or board member
- m) Not accept any appointment to officiate in any competitive game in which an immediate member of his/her family by marriage or common law is a registered player or coach. An immediate member of the family is a parent, a spouse, a son or daughter, a brother or sister
- n) Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
- o) When writing reports, set out the true facts and not attempt to justify any decisions
- p) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators

1.11 Spectators and Parents

1.11.1 In addition to Articles 1.4-1.6, **Spectators and Parents** will:

- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence
- b) Never ridicule a participant for making a mistake during a performance or practice
- c) Provide positive comments that motivate and encourage participants' continued effort
- d) Respect the decisions and judgments of officials and encourage athletes to do the same
- e) Respect and show appreciation to all competitors, and to the coaches, officials, and other volunteers who give their time to the sport
- f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other athletes, officials, coaches, or spectators
- g) Keep off of the training or competition area and not interfere with any activities.