



Code of Conduct Policy

Purpose of Policy

Membership in Eugene Metro Fútbol Club (EMFC), and participation in its activities, brings with it many benefits and privileges that are balanced by participant responsibilities and obligations. This policy defines the parameters for these responsibilities and obligations, and identifies a standard for behavior that is expected of all EMFC Participants.

Application of Policy

This Policy applies to all EMFC players, coaches, parents/guardians of players, and to the extent practical, spectators (collectively referred to as "Participants") while engaged in EMFC-related activities. This includes conduct engaged in during off-time at away events.

Expected Standard of Ethical Conduct

EMFC is committed to providing an environment in which **all** individuals are treated with respect. All Participants of EMFC are expected to conduct themselves with dignity and integrity, accepting as equal all people with whom they interact, regardless of race, gender, sexual orientation and identification, and socio-economics. EMFC adheres to a zero-tolerance policy with regard to overt discriminatory conduct based on any of the classifications identified above.

Codes of Conduct

Player Code of Conduct

All EMFC players are expected to:

- Be good teammates, including encouraging their teammates to do their best, being kind and inclusive, and celebrating each other's accomplishments.
- Respect the rights, dignity and value of all people, including refraining from using offensive or discriminatory language in any communications.
- Refuse to engage or participate in bullying, abusive behavior, obscene conduct, or harassment of any other person, including teammates, coaches, referees and opposing players. **Any player who feels that they have been harassed or bullied should report the incident to their coach or to the Club Director.**
- Arrive on time and ready to participate positively in all team functions including practices and games, and to perform in those functions to the best of their ability.



- Notify their coach as soon as they know they will not be able to attend a scheduled practice session or game.
- Make all reasonable efforts to attend all training sessions, games and events. Consistent lack of attendance may result in removal from the team.
- Treat their coach with respect, including following the instructions of their coach during practices and games without public argument. A player wishing to discuss an instruction with the coach will do so privately at an appropriate time.
- Refrain from the use of alcohol, tobacco, and illegal drugs (including marijuana).
- Follow the EMFC Player and Communication Policy and the EMFC Social Media Policy.
- Promote a positive image of the EMFC at all times.

Parent/Guardian and Spectator Code of Conduct

Parents and Guardians of players, and Spectators at EMFC Events (to the extent applicable), are expected to:

- Clearly communicate the player's availability in a timely manner before all events. This will allow coaches to properly prepare ahead of time.
- Do their best to get their player to practice and games on-time and prepared.
- Demonstrate respectful behavior at all times when attending EMFC games. Parents/Guardians and Spectators will not use profane language directed at others; will not negatively yell at other parents/spectators, players, officials or coaches; and will not address players of the opposing team unless doing so in an encouraging manner.
- Completely avoid the use of racial/gender/sexual orientation or socio-economic epithets.
- Not engage in any sort of physical violence or threats of physical violence.
- Address and correct any behavior demonstrated by their player that violates the Player Code of Conduct.



- Refrain from coaching any players, including their own, from the sideline. Parents/Guardians and Spectators are to either positively encourage the players or remain quiet.
- Remain current on Club Fees and Team fees or make appropriate arrangements when doing so is not possible.

If a parent/guardian wishes comment or complain regarding team matters, they should direct their complaint in writing to the club, following the EMFC Player and Communication Policy communication protocol, within 48 hours of the incident. Under no circumstances shall a parent aggressively confront a coach at a match or training session.

Coach Code of Conduct

All EMFC Coaches are expected to:

- Teach their players to play fairly and to respect their teammates, the rules of the game, officials and opponents.
- Take appropriate action to respond to any incidents of bullying or abusive behavior between teammates that they either observe or are told of. This will likely involve a conversation between the Coach and the team as a whole, or the impacted players. Coaches are required to take corrective action if more than one isolated incident occurs.
- Ensure that all of their players receive equitable instruction and support time.
- Avoid any ridicule of players or repeated yelling at players for making mistakes or for performing poorly.
- Remember that the Coach's players are children and young adults, that they are playing to have fun and that they must be encouraged to have confidence in themselves.
- Make sure that equipment and facilities are safe and match the players' ages and abilities.
- Lead by example, remembering that Participants need a coach they can respect.
- Foster regular and effective communication with the parents/guardians of the Coach's Players.