

CROATIAN NATIONAL SPORTS CLUB

“CROATIA”

ESTABLISHED 18 JUNE 1962



HRVATSKI NACIONALNI SPORTSKI KLUB

“HRVATSKA”

OSNOVAN 18 LIPNJA 1962

4895 8<sup>th</sup> CONCESSION, WINDSOR, ONTARIO N0R 1K0  
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## Disciplinary Code of Conduct

The Code of Conduct is intended to identify any acts of behavior that is deemed inappropriate and unacceptable and therefore subject to disciplinary actions. The code is developed from Ontario Soccer (OS) policies and procedures. A complete list of conduct subject to disciplinary actions is available on the OS website at [www.ontariosoccer.net](http://www.ontariosoccer.net).

Game officials (Referees and assistant referees) are mandated to enforce OS game rules.

Team officials (coaches, coaching assistants and managers) are mandated to ensure all team members, spectators, and they, themselves are compliant with the code of conduct.

The Windsor Croatia Club Discipline Committee is responsible to deal with all non-compliance issues in accordance with the OS guidelines.

Violation of municipal and provincial laws will be referred to the proper authorities, as required.

The following applies to:

**Players, Team Officials (Coaches, assistant coaches and managers), Game Officials(Referees and assistant Referees) and Spectators**

### Assault and Fighting

No player, team official, game official or spectator shall assault, attack or physically abuse any other player, team official, game official, spectator or league official

Assault will include any of the following acts: shoving, biting, kicking, punching, slapping, spitting and throwing of objects.

### Threatening

No player, team official, game official or spectator shall make any verbal or nonverbal threats towards any other player, team official, game official spectator or league official.

## Unsportsmanlike Conduct

No player, team official, game official or spectator shall be verbally or nonverbally insulting, abusive or offensive towards another player, team official, game official, spectator or league official.

## Inappropriate Contact

There should be no inappropriate touching, fondling or any sort of abuse physical contact between players, team officials, game officials spectators of league officials that may be viewed or interpreted as inappropriate, offensive or illegal.

There should be no incitement, encouragement or instruction by any player, team official, game official, or spectator to any other player, team official, game official or spectator to breach the code of conduct or any rules of the game.

Should any of the above be witnessed or reported the club will investigate with club disciplinary committee and appropriate legal authorities if necessary.

Local law enforcement will be notified instantly of any suspected child abuse or neglect.

## Processes and Procedures

### Avoiding Conflicts of Interest

C.N.S.C. would like all involved with club and club activities to steer clear of any situations that conflict with their obligations and commitments with C.N.S.C. All those involved with C.N.S.C. should make sure to stay away from any activities that would result in the following:

- cause an outcome that takes away the time and attention to the duties they are obligated to perform
- cause any sort of disturbance or obstruction, affecting with abilities to perform tasks in the best interest of C.N.S.C

No one person is allowed to use or share any information about C.N.S.C for their own gain causing a liability for the club. All those involved with C.N.S.C. must immediately report any occurrence that may lead to a conflict of interest or any negative influence on C.N.S.C.

### Confidentiality

All information that includes C.N.S.C. business, financial documents, sponsorship, support records and all volunteer, membership and employee information is confidential and not to be shared with the general public.

All those involved with C.N.S.C. must refrain from sharing, discussing or releasing any information without proper authorization given to them by C.N.S.C. They must all abide by privacy laws and regulations.

## Reporting Violations of Code of Conduct

All involved individuals must take responsibility with awareness, understanding and compliance of the Code of Conduct. All reports of violations to the Code must be made in writing to the President or Vice President. If it involves the President or Vice President then a report must be made to the entire board. All reports must be dealt with immediately with the utmost respect and discretion necessary to the situation.

No negative actions or retaliation shall occur towards the person or people reporting the violation towards the Code of Conduct. If it is discovered that anyone involved with C.N.S.C. tries to retaliate towards the reporter of the violation they shall face disciplinary action which may include that they will be banned from any association to C.N.S.C.