CODE OF CONDUCT AND ETHICS

Applies to everyone involved in Porcupine United Football Club

PUFC is committed to a safe, positive and respectful soccer environment. Everyone representing or participating in the club is expected to act with integrity, fairness, good sportsmanship and respect, on and off the field.

1. Application

This Code applies to Board members, committee members, coaches, team personnel, volunteers, players, parents/guardians, spectators and anyone acting on behalf of or participating in PUFC activities, including training, matches, travel, events, meetings and club-related online communications.

2. Expected conduct

- Treat everyone fairly and respectfully, without discrimination, harassment, bullying, intimidation or humiliation.
- Demonstrate honesty, integrity, accountability, transparency and good sportsmanship.
- Respect the Laws of the Game, match officials, opponents, teammates, coaches, volunteers and facility staff.
- Resolve disagreements calmly and professionally; use the appropriate club process rather than public criticism or confrontation.
- Use club property and funds responsibly; do not falsify records, misuse authority, accept improper benefits or engage in bribery or corruption.
- Protect confidential information and personal privacy; share information only when authorized or required for safety or legal reasons.
- Follow applicable laws and current PUFC, Ontario Soccer, District Association and Canada Soccer rules and policies.
- Do not retaliate against anyone who raises a concern or participates in a process in good faith.

3. Role-specific responsibilities

- Board and committee members: act in PUFC's best interests, disclose conflicts of interest, make impartial decisions, respect confidentiality and fulfil governance and financial responsibilities.
- Coaches and team personnel: prioritize athlete safety and development, use age- and ability-appropriate activities, communicate respectfully, maintain professional boundaries and follow safeguarding requirements.
- Players: show respect, practise fair play, follow reasonable team instructions and support teammates.
- Parents, guardians and spectators: encourage effort and enjoyment, respect officials and volunteers, and model appropriate behaviour.
- Volunteers and officials: perform assigned duties responsibly, treat participants fairly and raise safety or conduct concerns promptly.

4. Prohibited behaviour

- Harassment, discrimination, bullying, hazing, threats, violence or abusive language.
- Sexual harassment, unwanted sexual attention, inappropriate touching or exploitation.
- Abuse of authority, coercion, intimidation, retaliation or deliberate humiliation.
- Match manipulation, betting in connection with soccer, bribery, corruption or improper influence.
- Use or promotion of prohibited performance-enhancing substances or other conduct contrary to applicable anti-doping rules.
- Excessive alcohol use or illicit drug use during PUFC activities; alcohol or tobacco use around minors contrary to applicable rules or club policy.

5. Conflicts of interest and integrity

Anyone making decisions for PUFC must disclose an actual, potential or perceived conflict of interest and follow the club's direction on managing it. Personal, family, financial or outside interests must not improperly influence decisions, selection, spending, recruitment or discipline.

6. Reporting and consequences

Report concerns through PUFC's Incident Reporting & Response Policy or to an appropriate Board contact. Child-safety concerns must also be handled under the Code of Conduct to Protect Children and applicable reporting duties. Depending on the circumstances, breaches may result in education, warnings, restrictions, removal from activities, suspension, dismissal from volunteer duties or referral to the appropriate authority. Fair process and governing-body procedures must be followed.

7. Related policies and source note

Read with PUFC's Safe Sport & Child Protection Policy, Code of Conduct to Protect Children, Youth Athlete Code, Accessibility, Equity & Inclusion Policy, Youth Travel Policy, Anti-Doping Policy and Incident Reporting & Response Policy.

Prepared with reference to the Canada Soccer Code of Conduct and Ethics supplied by PUFC (dated September 22, 2017) and PUFC's supplied safeguarding materials. The supplied Canada Soccer document is dated; the Board must verify current Ontario Soccer, Canada Soccer, District Association and insurer requirements before approval. This draft does not claim certification or legal compliance.

Document control

Document ID	PUFC-COE-001
Owner	PUFC Board of Directors
Status	Draft for Board approval
Review	At least annually and when requirements change

Acknowledgement and approval

I have read and agree to follow this Code during PUFC activities.

Name: _____ Role / Team: _____

Signature: _____ Date: _____

Parent/guardian (if applicable): _____ Date: _____

Board approval date: _____ Motion / resolution #: _____