



INTERNATIONAL FC

- CODE OF CONDUCT -

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CODE OF CONDUCT

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CODE OF CONDUCT

International FC (“IFC”) is focused on providing a fun, safe, and healthy playing environment to all its athletes. In order to facilitate this positive behavior, IFC will enforce strict rules and regulations for all of its members as outlined in this Code of Conduct, which may be amended or adapted from time to time at IFC’s sole discretion. Coaches and Managers, please be aware that you are responsible for the strict compliance of your players/parents/guardians/fans with the rules and regulations contained herein.

1. CHARTER OF SOCCER YOUTH

Youth soccer is regulated under the “Charter of Sport for Children and Youth” (Geneva, 1992 – United Nations Commission), hereinafter indicated to ensure all boys and girls have:

- 1.1. THE RIGHT TO HAVE FUN AND PLAY;
- 1.2. THE RIGHT TO DO SPORT;
- 1.3. THE RIGHT TO HAVE A HEALTHY ENVIRONMENT;
- 1.4. THE RIGHT TO BE SURROUNDED BY TRAINED AND COMPETENT PEOPLE;
- 1.5. THE RIGHT TO FOLLOW THEIR PROPER TRAINING RHYTHMS;
- 1.6. THE RIGHT TO MEASURE WITH YOUNG PEOPLE WHO HAVE THE SAME POSSIBILITY OF SUCCESS;
- 1.7. THE RIGHT TO PARTICIPATE IN COMPETITION APPROPRIATE TO THEIR AGE;
- 1.8. THE RIGHT TO DO SPORT IN ABSOLUTE SECURITY;
- 1.9. THE RIGHT TO HAVE THE PROPER TIME TO REST;
- 1.10. THE RIGHT NOT TO BE A "CHAMPION".

Also UEFA, which met on several occasions with 53 other football federations associated with it, in dealing with topics related to youth soccer, emphasized the concepts expressed in the "Charter of Rights" and, to enrich its meaning, added the following for youth organizations to consider:

- 1.11. SOCCER IS A GAME FOR EVERYBODY;
- 1.12. SOCCER MUST BE ABLE TO BE PLAYED ANYWHERE;
- 1.13. SOCCER IS CREATIVITY;
- 1.14. SOCCER IS DYNAMIC;
- 1.15. SOCCER IS HONESTY;
- 1.16. SOCCER IS SIMPLICITY;
- 1.17. SOCCER SHOULD BE CONDUCTED IN SAFE CONDITIONS;
- 1.18. SOCCER MUST BE TAUGHT USING VARIOUS ACTIVITIES;
- 1.19. SOCCER IS FRIENDSHIP;
- 1.20. SOCCER IS A WONDERFUL GAME;
- 1.21. SOCCER IS A POPULAR GAME AND COMES FROM THE STREET.

2. INTERNATIONAL FC DEVELOPMENT MODEL

IFC strictly follows the Italian Soccer Federation, known as Federazione Italiana Giuoco Calcio (“FIGC”), philosophy, guidelines and methodology. The FIGC is represented by a full time Technical Director, Giuseppe Mattace Raso, who is UEFA qualified and a member of Italian Soccer Coaches Association (“AIAC”). This plan outlines the framework in which IFC will satisfy its responsibility to improve every enrolled player to their fullest potential.

According to the FIGC model, the development process is parallel to the core principles of Long Term Player Development (“LTPD”). In line with the club’s Ten-Year Player Development Plan (Pre-Academy – Showcase Soccer), a young player’s development will be divided into particular age categories that require accurate and gradual work, specific to the age, consequential to the previous age and introductory to the next one. It is very similar to the education system (kindergarten, elementary, middle, and secondary school) whereby students use the skills developed at earlier stages to continue their learning and development. The categories and stages of development are as follows:

- 2.1. Categories and Stages of Development:
 - 2.1.1. Piccoli Amici: 6-8 years old – Pre-Academy
 - 2.1.2. Pulcini: 9-10 years old – Mini (Primary) Soccer
 - 2.1.3. Esordienti: 11-12 years old – Junior Soccer
 - 2.1.4. Giovanissimi: 13-14 years old – Showcase (Intermediate) Soccer
 - 2.1.5. Allievi: 15-16 years old – Showcase Soccer
 - 2.1.6. Primavera: 17 years and older – Elite Player Development

- 2.2. Subject to Section 2.3, single age groups will keep training together during the Academy process.
- 2.3. During the Academy games (Pre-Academy, Primary and Junior categories), one single age group may be divided in two (2) or more groups. Note, it is only for game management that such division may occur in the younger age groups. In fact, it is particularly convenient in order to allow every student to enjoy longer participation in each game.
- 2.4. The selections of various teams **WILL NOT** factor technical ability, which beings at the U12/13 level noted below.
- 2.5. Starting from the U12/U13 categories, a technical selection based on abilities and progress of the students will start.
- 2.6. The FIGC, which belongs to FIFA, **DOES NOT** allow sport institutions to organize selections or tryouts that are based solely on technical abilities before the age of 12. Factors such as the interest of the player, physical health/traits of the player, commitment and behavior of the player (or families) are factors that a recognized sport institution can consider before the age of 12.

3. EDUCATIONAL INFORMATION

IFC plans and organizes activities with the following goals:

- 3.1. To contribute to the development of motor and technical abilities, in a healthy environment, created by soccer experts;
- 3.2. To instill the will and desire to play soccer in our student-athletes and feed such desire on a daily basis;
- 3.3. To educate young players to respond in a technical and emotionally effective way to various situations;
- 3.4. To develop players who will be able to perform at **THEIR** full potential and be able to showcase their developing abilities in the future;
- 3.5. To enrich the motor capabilities of the student-athlete in order for them to develop better all-around athleticism;
- 3.6. To contribute to the formation of the player's personality, where failure and defeat do not lead to mistrust but rather stimulate the desire to keep trying, to not give up, and to reinforce strengths and improve weaknesses;
- 3.7. To keep the players safe and healthy; and
- 3.8. To provide everyone the opportunity to receive rewards for what they do, by properly measuring the difficulties that the student-athletes are put through both in training and competitive events, avoiding exaggerations or demands for performances that a player cannot produce at the moment.

4. GENERAL CHARACTERISTICS BASED ON STAGES OF HUMAN DEVELOPMENT

The general characteristics of growth IFC focuses on are as follows:

4.1. Pre-Academy (Piccoli Amici) U6-U8

4.1.1. Develop Motor skills (Coordination)

- 4.1.1.1. *Ludic experiences based on fun games with and without the ball.*
- 4.1.1.2. *Spend maximum time possible in contact with the ball and experimenting by themselves.*
- 4.1.1.3. *Player should start to build relationships with other players and given first responsibilities.*
- 4.1.1.4. *Multilateral activities to be combined with ball handling and ball control.*

4.2. Primary (Pulcini) U9-U10

4.2.1. Develop 7 Fundamentals

- 4.2.1.1. *Prepubescent players from 9-12 years have a special ability to learn. Developing good coordination and technical skills is essential at this age.*
- 4.2.1.2. *1v1 to develop individual fundamentals (i.e. tackling, dribbling).*
- 4.2.1.3. *Players will rotate in different positions to avoid early specialization.*
- 4.2.1.4. *Speed, coordination, balance and agility are the main physical aspects to improve at this stage.*

4.3. Junior (Esordienti) U11-U12

4.3.1. Technical and Individual Tactical Development

- 4.3.1.1. *1v1 and 2v1 attacking and defending situations are important to develop individual skills as well as the applied techniques to develop the necessary team game.*
- 4.3.1.2. *Games with particular rules and conditions to develop basic attacking and defensive principles.*

4.4. Intermediate Showcase (Giovanissimi) U13-U14

4.4.1. Collective Tactical Development

- 4.4.1.1. *At this stage, training sessions are oriented more toward tactics and the player will train in complex game situations (from 2v2 to 4v4) and in bigger spaces.*
- 4.4.1.2. *Strength (body-weight) and endurance are part of fitness training. Coaching methods consider and preserve players' health since they will be experiencing many changes due to puberty at this stage. Warm-ups and cool-downs are essential as is dynamic flexibility.*
- 4.4.1.3. *Players must develop discipline at this stage by following the instructions of the coach both during and outside training sessions.*
- 4.4.1.4. *Games with technical and tactical conditions.*

4.5. Showcase (Allievi) U15-U16

4.5.1. Collective Tactical Specialization

4.5.1.1. Tactical training and specific game situations are an essential part of the training at this stage. Attacking and defending principles are a part of all games.

4.5.1.2. Technique will focus on speed and precision. Part of the technical and tactical training will be position-specific.

4.5.1.3. The physical aspect of the game is key at this stage: endurance, strength, and speed will be part of weekly training routine.

4.5.1.4. Player is expected to show commitment to the team, concentration in training, and competitiveness throughout.

4.5.1.5. Games with tactical conditions.

4.6. Elite (Primavera) U17 and Older

4.6.1. Collective Tactical Specialization

4.6.1.1. Tactical training and specific game situations are an essential part of the training at this stage. Attacking and defending principles are a part of all games.

4.6.1.2. Technique will focus on speed and precision. Part of the technical and tactical training will be position-specific.

4.6.1.3. The physical aspect of the game is key at this stage: endurance, strength, and speed will be part of weekly training routine. Imposed physical demands will be similar to that of adult soccer as during this phase the athlete's body assumes adult characteristics.

4.6.1.4. Players are expected to show commitment to the team, concentration in training, and competitiveness throughout.

4.6.1.5. Games with tactical conditions.

4.6.1.6. During this phase, players should also demonstrate mental maturity and readiness for adult soccer.

4.7. Notes:

4.7.1. Collective tactical development starts at the age of 13.

4.7.2. During the Pre-Academy, Primary and Junior stages the student-athlete will experience multiple positions in order to better stimulate the research of a definitive one. The first steps towards a specialization will begin at the age of 13.

5. COACHING STAFF AND TEAM MANAGERS

Each coach and/or team manager is required to abide by the following:

- 5.1. Each coach and/or team manager must ensure proper equipment is available for every match and practice. Players and staff are responsible for all materials in your possession.
- 5.2. Two staff/IFC representatives should be on the field, in change room etc. at all times, regardless of the number of players present.
- 5.3. Coach/player ratios must be 1 to 6/8 players.
- 5.4. Field time must be fair, not equal, and be determined by the following: training/game attendance, behavior, attentiveness, fitness, etc., and not only skill. Field time is at the coach's discretion.
- 5.5. Limit the amount of coaching done from the sidelines to only when necessary.
- 5.6. Be respectful of the referees and your opponents.
- 5.7. Refrain from using foul or abusive language/contact.
- 5.8. Assist in keeping your players, parents, and fans under control.
- 5.9. Remember, the score of a match is secondary to the development of the players and is used as a development tool.

6. TRIAL PROCESS FOR PROSPECTIVE ACADEMY PLAYER

The procedure for evaluating prospective academy players is as follows:

- 6.1. Prospective academy players will participate in (3) training sessions with the proper age group.
- 6.2. Extra trial sessions or private assessments may be allowed at the discretion of the coaching staff for up to six weeks.
- 6.3. Following a successful trial process the player will be integrated in the group.
- 6.4. Should a player be advised to follow a complementary IFC program, (i.e. Grassroots or private (semi-private) lessons under the guidance of IFC), before joining the Academy, the player can be periodically invited to join group sessions in order to monitor the progress made up to that point.
- 6.5. To register to attend an IFC Academy trial, a player's parent/guardian must register beforehand, providing necessary details to the Academy, granting permission and release of liability. 'Walk on' trials on the day of training are not permitted.

7. ROLE OF ACADEMY PLAYER

To reach your highest level of competition and to represent your Academy well, every person must demonstrate commitment to the Academy Program and adopt a loyal honor towards the support of the Academy, Provincial and National Team programs. As a student-

athlete you must develop positive playing habits, which must become part of your personality from the onset of the first session established by the Academy Coaching Staff. All members of the Academy Program must act in accordance to being a role model for all those who would like to attain a position within the Academy Teams Program.

- 7.1 Each Academy player must be committed, a team leader, disciplined on and off the field, and determined in their approach to training and playing the sport.
 - 7.1.1. Academy players are permitted to play or train with the Provincial and/or National Team Programs during the Academy season from January to December. If there is a scheduling conflict, the player is to attend their official Provincial/National team event.
 - 7.1.2. Academy players are permitted to attend legitimate trials with Professional Youth Soccer Organizations. They must however, first receive permission to do so from both their Team Head Coach and Technical Director. Failure to comply with this agreement may result in immediate release from the program.
 - 7.1.3. If an Academy player leaves the program during the season, the player cannot return to the Program until the beginning of the following Academy season.
 - 7.1.4. Players must show good sportsmanship at all times.
 - 7.1.5. Good team spirit is very important, therefore encourage teammates, especially after a mistake has been made.
 - 7.1.6. Always listen to your coaches and do as they ask.
 - 7.1.7. Verbal, written/text, racist and physical abuse and or harassment are totally unacceptable and will not be tolerated.
 - 7.1.8. Players are expected to shake hands with referees and opponents at the end of games irrespective of the result.
 - 7.1.9. Theft will not be tolerated. Players caught stealing will be suspended and or expelled from the Academy Program.
 - 7.1.10. Once provided, Academy players are required to wear officially supplied IFC equipment designated gear at all Academy activities, including official travel.
 - 7.1.11. Academy players are required to attend and be punctual for all team games, practices, tournaments, functions and meetings as requested. If a player's attendance falls below 100% of all scheduled activities, they may be released from the Program for that current year. Exceptions will be made for players dealing with personal illness, religious obligations, family commitments and or scholastic issues.
 - 7.1.12. Academy players are required to adhere to the Travel Itinerary regarding curfews, dress code, and punctuality.
 - 7.1.13. Academy players must dress appropriately at all times as prescribed by the Academy Dress Code:
 - 7.1.13.1. *Shirts must be tucked in at all times.*
 - 7.1.13.2. *Long Hair is to be tied in a ponytail – FIFA Laws of the Game prohibit the wearing of hair bands.*
 - 7.1.13.3. *Shin pads are to be worn at all training sessions.*
 - 7.1.13.4. *Tracks suits are to be worn properly with bottoms zipped.*
 - 7.1.13.5. *Player shorts to be worn properly.*
 - 7.1.13.6. *Players are not to wear any jewelry or make-up.*
 - 7.1.13.7. *Fingernails must be cut to a length that shall not impede performance.*
 - 7.1.13.8. *Soccer boots are to be cleaned and polished at all times.*
 - 7.1.13.9. *Players are to dress appropriately for all weather conditions.*
 - 7.1.13.10. *Players are expected to have all necessary equipment in their bags for all weather conditions, including rain-jackets, extra socks, toques, laces, etc.*

8. RELATIONS BETWEEN IFC AND FAMILIES

As soccer is a community support, IFC is committed to the following:

- 8.1. Subject to Section 14, at the beginning of the year (January) IFC will organize at least one (1) team meeting to present the seasonal plan to each individual group.
- 8.2. During the year, IFC will organize at least one (1) parent-coach meeting to discuss individual progress of the student-athlete. Subject to Section 14, the meetings will be held in November. Each meeting will last approximately 15 minutes.
- 8.3. In order to formally communicate with instructors or directors of IFC, a meeting must be requested through the respective team manager. (Please see Article 13.3 for possible discussion topics with instructors).
- 8.4. Topics to be discussed with coaching staff (see Article 13.3) will not be permitted prior to, during or after times of play (i.e. training/game).
- 8.5. IFC can also request to meet with families in order to discuss concerns or opportunities.

9. PLAYER TRAINING

Each player must abide by the following:

- 9.1. Players have to be ready for practice 15 minutes before the beginning of the session, ready to give 100%.
- 9.2. Player's behavior must be respectful towards instructors, staff, parents, and teammates at all times.

- 9.3. Attend all training sessions. The family of the player shall advise the team manager as soon as possible if you will be late/absent and provide a valid reason. Parents should also notify their respective Team Manager if they are unable to pick up their child. Arrangements to send someone else to get their child instead need to be communicated.
- 9.4. Attendance will be taken at every practice.
- 9.5. Players must adhere to all COVID protocols and/or other safety protocols put in place by IFC.
- 9.5. Players need to wear the practice uniform at EVERY practice in order to be allowed on the field. If necessary, extra training uniforms can be purchased at the beginning of the season.
- 9.6. If parents arrive early, they should not leave the player(s) on their own. Parents must wait until two members of staff arrive before they leave the premises. At the end of the training sessions one member of staff should remain with the players until the parents arrive to pick them up. Under no circumstances should coaches leave a player alone to wait for a parent/guardian who may be late.

10. MATCHES

Subject to Section 14, all matches will be as follows:

- 10.1. League and friendly games will be predominantly played on weekends (Saturdays or Sundays). Players must participate in all games that they are requested to play.
- 10.2. Players can be called up or down for different age groups at any time. Team managers will notify players and families in advance.
- 10.3. In the event of refusing to participate in games as a call up/down the player will receive a disciplinary note and will be considered not sufficiently inclined to satisfy the demands of IFC and therefore not a reliable member of the group/team in the future.
- 10.4. The family of the player must notify the Team Manager of his age group in advance (possibly 48 hours) regarding absences and also provide a valid reason for such absence. Failure to notify IFC of absences from games and/or failing to provide acceptable reasons for absences will result in the player will receiving a disciplinary note and will be considered not sufficiently inclined to satisfy the demands of IFC and therefore not a reliable member of the group/team in the future.
- 10.5. Except in the case of academic, religious and or personal obligations, a player shall not be eligible for the following game if two (2) or more training sessions are missed within a week. The Academy head coach and Technical Lead will direct the number of Academy players to be rostered by each team in each age group, and each team shall comply with any such direction.
- 10.6. Every player must bring their full kit to every game and wear only IFC gear as an external layer.
- 10.7. PRE-GAME
 - 10.7.1. Players should be at the game field 45 minutes before the game begins.
 - 10.7.2. The pre-game consists of:
 - 10.7.2.1. *5 minutes to be assigned change room or find a space for the team to meet.*
 - 10.7.2.2. *10 minutes to get changed for the game.*
 - 10.7.2.3. *10 minutes for tactical guidelines and to prepare psychologically for the game.*
 - 10.7.2.4. *20 minutes of warm up.*
 - 10.7.2.5. *Total: 45 minutes*
 - 10.7.2.6. *Lack of punctuality will affect the performance and the participation of the player in the game.*
- 10.8. Player's Behavior During the Game
 - 10.8.1. Players must show maximum respect towards referees, supporters, coaches, managers, teammates and opponents.
 - 10.8.2. Player's behavior should exercise the highest values in sport and fair play principles (i.e. avoiding over celebrating after a victory or complaining after a loss).
 - 10.8.3. Players who do not comply with such principles and values may receive a suspension of up to 4 games or be permanently removed from the program, effective immediately.
 - 10.8.4. Remember, your goal is to provide a strong performance, and the score of a match is secondary to its benefit as a developmental tool.
- 10.9. Registered players will only be able to participate with one Competitive Club/Academy team. Pre-Academy select players (up to Under 8) will be required to participate within IFC Grassroots Indoor/Outdoor and League Festivals as per Player Management Pathway.
- 10.10. In the event of inclement weather, players should check the league schedule, personal email and IFC Twitter feed for updates.
- 10.11. Keep the benches and viewing areas clean by picking up after yourself and depositing trash in the receptacles provided. Teams leaving garbage behind for others to clean up WILL BE FINED by the league and such costs passed along to the parents.
- 10.12. **SMOKING AND ALCOHOL CONSUMPTION IS NOT ALLOWED** on the premises at any IFC game, training, event, etc. (indoor or outdoor).

11. TRAVEL EXPECTATIONS

Subject to Section 14, IFC has certain teams that travel regularly to play individual games, festivals (two or three games at a time), or in tournaments; has some teams where travel is limited to a select number of events per year, and some teams where there is no travel other than local travel to and from league field locations. IFC has established policies to guide our travel, minimize one-on-one interactions and reduce the risk of abuse or misconduct. Adherence to these travel guidelines will increase player safety and improve the player's development and showcase opportunities while keeping travel a fun and enjoyable experience.

We distinguish between travel to training, practice and local games or practices "local travel", and team travel involving a coordinated overnight stay is designated "team travel". Parent/guardians of Academy players, who are unable to attend team travel events designated as "parent travel" must fill out appropriate permission forms allowing their child to travel with someone else. Both local and team travel expenses are the responsibility of player's parent/guardians.

Local Travel

11.1. Local Travel occurs when IFC or one of its teams does not sponsor, coordinate, or arrange for travel.

11.1.1. Players and/or their parents/guardians are responsible for making all arrangements for local travel. The team and its coaches, managers or administrators should avoid responsibility for arranging or coordinating local travel. It is the responsibility of the parents/guardians to ensure the person transporting the minor player maintains the proper safety and legal requirements, including, but not limited to, a valid driver's license, automobile liability insurance, a vehicle in safe working order, and compliance with applicable provincial laws.

11.1.2. The coaches and/or volunteers of IFC or one of its teams, who are not also acting as a parent, should not drive alone with an unrelated minor player and should only drive with at least two players or another adult at all times, unless otherwise agreed to in writing by the minor player's parent.

11.1.3. Coaches and/or volunteers who are also a player's parent or guardian may provide shared transportation for any player(s) if they pick up their player first and drop off their player last in any shared or carpool travel arrangement.

Team Travel

11.2. Team Travel is overnight travel that occurs when IFC or one of its teams sponsors, coordinates or arranges for travel so that our teams can compete locally, regionally, nationally or internationally. Because of the greater distances, coaches, staff, volunteers and chaperones will often travel with the players.

11.2.1. When possible, IFC will provide reasonable advance notice before team travel. Travel notice will also include designated team hotels for overnight stays as well as a contact person within IFC or the team. This individual will be the point of contact to confirm your intention to travel and to help with travel details.

11.2.2. IFC will post specific travel itineraries when they become available. These will include a more detailed schedule as well as contact information for team travel chaperones. IFC will make efforts to provide adequate supervision through coaches and other adult chaperones.

11.2.3. IFC will make efforts so that there is at least one coach or adult chaperone for each eight to ten players. If a team is composed of both male and female players, then we will attempt to arrange chaperones of the both genders. However, we rely on parents to serve as chaperones and may be limited in providing this match.

11.2.4. Regardless of gender, a coach shall not share a hotel room or other sleeping arrangement with a minor player (unless the coach is the parent, guardian or sibling of the player).

11.2.5. Players should share rooms with other players of the same gender, with the appropriate number of players assigned per room depending on accommodations.

11.2.6. The coach will establish a curfew by when all players must be in their hotel rooms or in a supervised location. Regular monitoring and curfew checks will be made of each room by at least two properly screened adults.

11.2.7. Individual meetings between a player and coach may not occur in hotel sleeping rooms and must be held in public settings or with additional adults present.

11.2.8. Family members who wish to stay in the team hotel are permitted and encouraged to do so.

11.2.9. No coach or chaperone shall at any time be under the influence of alcohol or drugs while performing their coaching and/or chaperoning duties.

11.2.10. In all cases involving travel, parents have the right to transport their minor player and have the minor player stay in their hotel room.

11.2.11. Prior to any travel, coaches will endeavor to make players and parents aware of all expectations and rules. Coaches will also support chaperones and/or participate in the monitoring of the players for adherence to curfew restrictions and other travel rules.

11.3. Travel Schedule

11.3.1. Practices – See IFC Training Schedule Guide

- 11.3.2. Exhibition/League Games – League exhibition games begin in January. Academy league games begin in April and end in November. Please refer to League website and Teamsnap for detailed schedule.
- 11.3.3. Tournament Schedule and Guidelines – TBA by the Coach
- 11.3.4. Travel to a festival or tournament outside of the guidelines charted below require special dispensation from IFC Technical Director.
- 11.3.5. Teams must have approval from Ontario Soccer and/or Canada Soccer prior to ANY trip outside of its jurisdiction.

Age Group	Number of Events Per Year	Location	Time Frame
U8	1	Ontario Only	Mar-May / Nov-Dec
U9-U10	2	Ontario Only	Mar-May / Nov-Dec
U11-U12	2	Ontario Only (Up to 2); Canada or USA (Up to 2); and Europe (Up to 1)	Mar-May / Nov-Dec
U13-U14	3	Ontario Only (Up to 3); Canada or USA (Up to 2); and Europe (Up to 1)	Mar-May / Nov-Dec
U15-U16	4	Ontario Only (Up to 4); Canada or USA (Up to 2); and Europe (Up to 1)	Mar-May / Nov-Dec
U17-U21	4	Ontario Only (Up to 4); Canada or USA (Up to 3); and Europe (Up to 1)	Mar-May / Nov-Dec

12. PROHIBITED CONDUCT AND REPORTING

IFC PROHIBITS ALL TYPES OF PHYSICAL ABUSE, SEXUAL ABUSE, EMOTIONAL ABUSE, BULLYING, THREATS, HARASSMENT AND HAZING. PARTICIPANTS, EMPLOYEES OR VOLUNTEERS OF IFC MAY BE SUBJECT TO DISCIPLINARY ACTION FOR VIOLATION OF THE TRAVEL POLICIES OR FOR ENGAGING IN ANY MISCONDUCT OR ABUSE OR THAT VIOLATES THE IFC CODE OF CONDUCT. REPORTS OF ANY ACTUAL OR SUSPECTED VIOLATIONS, YOU MAY EMAIL IFC SOCCER AT INFO@INTLFC.COM OR MAY CALL 905-856-4322.

13. PARENTS/GUARDIANS/FANS

Each parent/guardian/fan understands and agrees as follows:

- 13.1. Parents represent the IFC image and principles at every game and training session, therefore the behavior has to comply at all times to such principles:
 - 13.1.1. Ensure your child attends all training sessions, games, tournaments, etc. as outlined above. Ensure your team manager is advised as soon as possible if they will be late/absent.
 - 13.1.2. Ensure your child is abiding by COVID and other safety protocols implemented by IFC.
 - 13.1.3. Be respectful of the referees and the opposing teams on the field.
 - 13.1.4. Keep comments positive.
- 13.2. In particular parents must refrain from:
 - 13.2.1. Over cheering
 - 13.2.2. Using profane language
 - 13.2.3. Yelling or complaining to the referee or game officials.
 - 13.2.4. Instructing players from the sidelines.
 - 13.2.5. Entering the field of play or dressing room / bench area at any point during or at the end of a match or training session unless requested to do so by the coaching staff.
 - 13.2.6. Creating a negative and non-supportive atmosphere around players, coaches and administration during games or training.
- 13.3. Young players have the right to play and not to be exposed to morally harmful examples and/or negativity in general.
- 13.4. If the behavior of parents/guardians and families does not comply with these rules, IFC will regretfully suspend the player from the program for a period up to 4 weeks or even permanently remove the player from the program, effective immediately.
- 13.5. You accept sole responsibility for your, your child's/ward's personal possessions and athletic equipment.
- 13.6. You accept all liability for any damage to the facility and playing equipment caused by your, your child's/ward's careless, negligent and/or improper handling

13.7. Parents must abide by the provisions of Section 14 in all respects.

14. CONCUSSION SAFETY FOR PLAYERS

Items marked with an asterisk * are mandatory by O.Reg. 161/19: General.

14.1. I will help prevent concussions by:

- 14.1.1. Wearing the proper equipment for my sport and wearing it correctly.
- 14.1.2. Developing my skills and strength so that I can participate to the best of my ability.
- 14.1.3. Respecting the rules of my sport or activity.
- 14.1.4. My commitment to fair play and respect for all* (respecting other athletes, coaches, team trainers and officials).

14.2. I will care for my health and safety by taking concussions seriously, and I understand that:

- 14.2.1. A concussion is a brain injury that can have both short- and long-term effects.
- 14.2.2. A blow to my head, face or neck, or a blow to the body that causes the brain to move around inside the skull may cause a concussion.
- 14.2.3. I don't need to lose consciousness to have had a concussion.
- 14.2.4. I have a commitment to concussion recognition and reporting, including self-reporting of possible concussion and reporting to a designated person when and individual suspects that another individual may have sustained a concussion.* (Meaning: If I think I might have a concussion I should stop participating in further training, practice or competition immediately, or tell an adult if I think another athlete has a concussion).
- 14.2.5. Continuing to participate in further training, practice or competition with a possible concussion increases my risk of more severe, longer lasting symptoms, and increases my risk of other injuries.

14.3. I will not hide concussion symptoms. I will speak up for myself and others.

- 14.3.1. I will not hide my symptoms. I will tell a coach, official, team trainer, parent or another adult I trust if I experience any symptoms of concussion.
- 14.3.2. If someone else tells me about concussion symptoms, or I see signs they might have a concussion, I will tell a coach, official, team trainer, parent or another adult I trust so they can help.
- 14.3.3. I understand that if I have a suspected concussion, I will be removed from sport and that I will not be able to return to training, practice or competition until I undergo a medical assessment by a medical doctor or nurse practitioner and have been medically cleared to return to training, practice or competition.
- 14.3.4. I have a commitment to sharing any pertinent information regarding incidents of removal from sport with the athlete's school and any other sport organization with which the athlete has registered* (Meaning: If I am diagnosed with a concussion, I understand that letting all of my other coaches and teachers know about my injury will help them support me while I recover.)

14.4. I will take the time I need to recover, because it is important for my health.

- 14.4.1. I understand my commitment to supporting the return-to-sport process* (I will have to follow my sport organization's Return-to-Sport Protocol).
- 14.4.2. I understand I will have to be medically cleared by a medical doctor or nurse practitioner before returning to training, practice or competition.
- 14.4.3. I will respect my coaches, team trainers, parents, health-care professionals, and medical doctors and nurse practitioners, regarding my health and safety.

15. COVID-19 AND OTHER DISEASES

The novel coronavirus, COVID-19, has been declared a worldwide pandemic by the World Health Organization and COVID-19 is extremely contagious. As IFC makes its player safety an utmost priority, IFC has used its best efforts to put in place sufficient preventative measures to reduce the spread of COVID-19 and any other bacterial, viral or communicable diseases including viruses of all kinds, bacteria, parasites or other organisms or any mutation thereof (the "**Disease**") among its staff, players and the coaches. IFC has and will continue to follow the instructions, recommendations and cautions from public health officials, the province and the country to ensure the player's safety. As such, all programs, activities and events provided by IFC, including all training, practices, games, travel, meetings, the Academy or otherwise (collectively the "**Activities**") are subject to such instructions, recommendations and cautions, which may or may not affect the availability, scheduling and operation of such Activities. IFC reserves the right, subject to the refund policy outlined in the Policy Manual, to reschedule, modify, cancel or discontinue any of the Activities, in whole or in part, if recommended or required to do so by public health officials, the province, the country or at the sole discretion of IFC acting reasonably.

Before participating in any of the Activities, each player is responsible to ensure they: (a) are in good health, in proper physical condition, and do not have any medical or other conditions that would impair my ability to participate in the Activities; (b) are not experiencing symptoms of the Disease (such as cough, shortness of breath, or fever), do not have a confirmed or suspected case of the Disease, and have not come in contact in the last fourteen (14) days with a person who has been confirmed or suspected of having the Disease; (c) have complied and will continue to comply with all federal, provincial, and local laws, orders, directives, and guidelines related to the

Disease, including, without limitation, requirements related to hand sanitation, social and physical distancing, and use of face coverings and safety equipment, and other guidance on the Disease from local health officials. Each parent/guardian of a player must also strictly follow Sections (b) and (c) above. The player agrees that they will also follow all instructions, recommendations, and cautions of the IFC at all times during the Activities and if the player begins experiencing symptoms of the Disease, the player will immediately discontinue further participation in the Activities, isolate and will promptly notify IFC. If the player fails to follow any of the above, IFC shall have the right to remove the player from the Activities for as long as IFC determines appropriate and if the actions of the player warrant, expel the player from IFC without refund.

16. COMMUNICATION BETWEEN PARENTS AND INSTRUCTORS

As stated in Article 8.3, in order to communicate with IFC instructors or Academy directors, a meeting has to be booked in advance through the team manager of the respective age group.

- 16.1. IFC WILL NOT TOLERATE ANY INTERFERENCE from parents/guardians or families regarding:
 - 16.1.1. Positions.
 - 16.1.2. Playing time or roster decisions.
 - 16.1.3. Participation in games as a call up/down in different age groups.
 - 16.1.4. Instructor assignments.
 - 16.1.5. Anything that belongs exclusively to the technical relationship between instructor and student-athlete.
 - 16.1.6. Other players
- 16.2. IFC IS OPEN TO DISCUSS with parents/guardians or families the following subjects or concerns:
 - 16.2.1. Player progress.
 - 16.2.2. Behavior of the player during sporting activities or daily life.
 - 16.2.3. Academic grades or commitments.
 - 16.2.4. Player's health conditions.
 - 16.2.5. Player's personality or history.

17. PLAYER REGISTRATION

- 17.1. Acceptance/Removal Program Policy
 - 17.1.1. All required registration documents must be received within 5 days of acceptance into the academy program to secure the players roster spot. Players do not train until it is received.
 - 17.1.2. Upon acceptance into the Academy, IFC Academy commits the roster place to the player for the full year (January – December), provided the player is not in violation of the IFC Code of Conduct and is in good standing with the Academy.
 - 17.1.3. An IFC player must commit fully to the training and match program as set by the Academy.
 - 17.1.4. An IFC player's parent/guardian must commit to making the player available in a timely manner to IFC Academy training sessions, weekly matches and other team events as outlined by IFC.
 - 17.1.5. You cannot attend another training/camp program without prior written permission by IFC Academy.
 - 17.1.6. Solicitation of players by other Clubs or Academies during the term of this commitment (January-December) is not permitted and should be reported to IFC Academy.
 - 17.1.7. Non-attendance by a participant does not constitute a notice of withdrawal/cancellation.
 - 17.1.8. Once the program begins, players must make a full commitment to the program of 12 months; payment of fees equivalent to costs of programming through this period are required.
 - 17.1.9. IFC reserves the right to retain player registration after receipt of written early withdrawal, until the player is in good standing with the Academy.
- 17.2. Injury Policy
 - 17.2.1. IFC will not provide injury credits for injuries occurring outside of IFC Academy events. Injury credits will only be calculated and applied once player returns to the program from his injury. Injury credits are available shall expire after 8 weeks, provided the student-athlete is physically disabled for the balance of the Academy year. This is for a physical disability certified to and treated by a legally qualified physician or surgeon.

18. SPONSORSHIP AND FUNDRAISER BENEFIT PLAN

All Academy members are encouraged to find club sponsors and to support team fundraising initiatives, but we ask you to follow the rules and regulations:

- 18.1. It is the Member's responsibility to coordinate with the club vis-à-vis available sponsorship placements, and to complete the sponsor form (together with cash or cheque) to be forwarded to IFC Administration, with an IFC Revenue Form prior to sponsorship deadline.

- 18.2. A sponsorship cut-off date shall be determined based on uniform printing and distribution needs on a biennial basis.
- 18.3. The amounts outlined in the Sponsor Package are the **minimum** a Sponsor can give to advertise on the given item. Minimums and sponsorship locations are to be followed. Any exceptions **MUST** have Club approval.
- 18.4. Sponsorship Finder's Benefit: Players shall receive 30% of the sponsorship they collect, to be credited towards their registration payment owing.
- 18.5. Prior to securing any Academy team fundraising initiatives it is the Team Manager's responsibility to coordinate with the team in order to ascertain the Academy's approval.
- 18.6. Fundraising efforts cannot take place during IFC training sessions and or matches. It is the Team Manager's responsibility to coordinate with the team vis-à-vis available placements, and to submit an IFC Revenue Form (together with cash or cheque) upon completion of the event.
- 18.7. The Academy **MUST** authorize the use of corporate information including but not limited to Name, Logo, Address, Website, Phone Number, Email, etc.
- 18.8. IFC will not accept or receive sponsorship from brands from the industries of tobacco, vaping, cannabis, adult-entertainment, alcohol, drug, or gambling or companies that demean members of any group based on gender, ethnicity or sexual orientation, as determined by IFC Soccer in its sole discretion.
- 18.9. All sponsorship and fundraising credits can be allocated in the following order: tuition, tournaments and travel, camps/clinics, and IFC Academy uniform/casual wear. Any annual outstanding credit will be discounted from next year's tuition.

19. PLAYER RELEASE

Academy members should be aware that a player could be released at any time during the season. Possible reasons for a player being released include: failure to attend training regularly, inability to keep up with Academy standards, lacks necessary discipline to be part of a team sport, and parent/guardian conduct, etc. IFC has a long-term plan for all of its players, however if the individual is unable to meet Academy expectations, a decision to release the player may be made.

20. EQUAL OPPORTUNITIES STATEMENT

- 20.1. The IFC Academy Program will identify young student-athletes solely on the basis of ability and margin for improvement and will not discriminate against any individual regardless of ethnic origin, religious belief, color, disability, religious and cultural background or sexual orientation.
- 20.2. Provided the student-athlete is of the required standard and is capable of meeting the physical demands required, the IFC Academy Program will ensure that all individuals are treated equally and encouraged to develop without discrimination.
- 20.3. Being a multi-cultural organization, IFC challenges prejudice and stereotypes throughout the Academy Program and will monitor the policy and fully support the principles of Equal Opportunities. It is committed to ensuring that all individuals are treated fairly and objectively on an equal basis.

21. IMAGE AND PERSONAL INFORMATION CONSENT AND RELEASE

- 21.1. The undersigned hereby irrevocably authorizes IFC to collect and use personal information about the player, including name, address, email, telephone number, cellphone number, sex, age, date of birth and any other additional information required by IFC Academy for its own needs for the following purposes:
 - 21.1.1. Receiving communications from Ontario Soccer;
 - 21.1.2. Ensuring appropriate age group and category;
 - 21.1.3. Determining Eligibility;
 - 21.1.4. In case of medical emergencies;
 - 21.1.5. Posting rosters, statistics, images and results on the IFC website;
- 21.2. The undersigned understands that he/she may withdraw consent to the collection, use or disclosure for my personal information for receiving communications from Ontario Soccer and IFC activity at any time by contacting IFC at 905-760-1666 or email info@intlfc.com.
- 21.3. The undersigned hereby grants IFC the permission to take, use and copyright in their own name photographs, videotapes, digital and video images, films, voice recordings or any other likeness of me/my child/ward, to use, transmit, publish and sell such images, in any format, style, form or media. This consent will remain in effect in perpetuity.

Individuals that choose to ignore the rules and regulations contained within this Code of Conduct, or who fail to comply with the terms and conditions set forth herein, may result in a player's expulsion from IFC, without refund.

I understand and agree, that I have read and understood the terms and conditions of this document. On behalf of me, my heirs and assigns, I agree that I am signing this document voluntarily and to abide by such terms and conditions. If not signed by my parent or legal guardian below, I represent that I am eighteen (18) years of age or older.

Name of Player

Name of Parent/Guardian (if player under 18)

Signature of Player

Signature of Parent/Guardian (if player under 18)

Date

Date