



North York Cosmos SC - Club Policy

ZERO TOLERANCE POLICY

- The North York Cosmos Soccer Club supports zero tolerance as it relates to all forms of abuse: verbal, physical, emotional, and sexual.
- All relationships within the Club, whether involving members of the Board of Directors, Club Manager, team officials, referees, players, parents, volunteers, must be based on mutual trust and respect.
- The Club will investigate and act upon all reports of inappropriate behaviour.

Definitions of Abuse and Actions to be taken:

- Verbal Abuse – Verbal abuse includes remarks that are rude or threatening in nature and are intended to demoralize or demean another person. Verbal abuse includes racial or ethnic insults. All complaints of verbal abuse will be investigated by the Club and may be reported to police with the consent of the victim or, in the case of a minor, a parent.
- Physical Abuse – Physical abuse includes inappropriate behaviour such as punching, pushing, slapping, kicking, spitting or pinching another individual. All complaints of physical abuse will be investigated by the Club and may be reported to police with the consent of the victim or, in the case of a minor, a parent.
- Emotional Abuse – Emotional abuse includes bullying, snide or degrading comments, putdowns. All complaints of emotional abuse will be investigated by the Club.
- Sexual Abuse – Sexual shall be defined as: a) any form of physical sexual relations between an individual associated with the Club and another person where the activity is not consensual b) any and all forms of sexual relations with a minor c) touching of a sexual nature and d) behaviour or remarks of a sexual nature. The Club will immediately report all complaints of sexual abuse to the police.

Protocol for Incidents of Abuse during House League Games:

- The referee must stop a game if an abuse incident involving a coach, player or parent/spectator occurs during a game.
- If a coach is the source of the abuse, the referee will advise the coach that the game will be abandoned if the abuse continues.
- If a parent/spectator is the source, the appropriate coach will be informed that the game will be abandoned unless the abuse ceases. If the spectator is not associated with either team, both coaches will ask the spectator to leave.
- The game will be restarted by the referee only if the abuse ceases.
- The incident shall be reported to the Club Referee Coordinator by the referee in charge immediately following the game completion or abandonment.
- If the abuse continues, the referee will abandon the game.
- He/she must immediately report the incident to the Club Head Referee and fill out a Special Incident Form.
- In cases of physical abuse on a referee, a "Referee Assault Form" must be completed by the referee.



Reporting:

- Violations of the Zero Tolerance Policy shall be reported immediately to the Club by the victim(s) and/or by those close to them (a parent, a teammate, a coach etc.).
- An initial complaint can be communicated verbally to a Club official but must be followed up in writing (letter and/or email).
- If the complaint involves physical or sexual abuse, the Club official will contact the police if the individual alleging abuse has not already done so and with the individual's consent.
- All complaints of abuse will be immediately investigated by the Club.
- The Club will immediately report criminal activities to the police (with the consent of the individual alleging abuse).

Discipline:

- Once a written complaint has been filed with the Club, a Discipline Committee consisting of a least three (3) Board members will discuss the complaint with the complainant.
- A Board member assigned to lead the investigation into the complaint will schedule a Discipline Hearing within ten (10) business days of notice with the individual(s) whom the complaints has been filed against. (Note - No Discipline Hearing shall take place when an individual is facing criminal charges for Club related incidents).
- The individual(s) who are named on the complaint shall be contacted by email and requested to appear at the Discipline Hearing.
- Discipline shall be heard by three (3) Board members. The committee shall hold a hearing and invite the individual(s) named on the complaint to be present at the hearing.
- The committee shall deliberate incamera following the meeting.
- The decision shall be communicated to the individual alleging abuse and the individual named in the complaint within ten (10) days of the Hearing.
- All committee decisions are final.

Penalties:

- Penalties for contravening the Zero Tolerance Policy can range from a permanent suspension from the Club, suspension for a specified period of time, to a probationary period where the individual is allowed to continue with the Club.
- Ontario Soccer guidelines for suspensions and penalties may be used as guidance in rendering suspensions for physical abuse issues such as Violent Conduct.
- Individual(s) who are charged with a criminal offense involving Club related incidents shall be immediately suspended from the Club pending resolving of the charges.
- Club members who are convicted of a Criminal Code of Canada offense are subject to suspension or removal.
- Any individual who is convicted of a criminal offense resulting from sexual or physical abuse shall be banned for life from the Club.
- Individual(s) who violate the Zero Tolerance Policy for non-criminal activities may apply for reinstatement to the Club in writing one month prior to the end of a time specified penalty.