



VOLUNTEER CODE OF CONDUCT

VOLUNTEER CODE OF CONDUCT

1. All Volunteers will uphold NW Elite FC core values, policies and standards along with the policies and standards set by our Club Leadership, facility partners and field providers.
2. All volunteers will serve as a positive influence on all players (without favoritism to their own player) as well as require all players to encourage, uplift and promote a respectful attitude toward each individual player.
3. All Volunteers will uphold sportsmanship and fair play is always at the forefront of what we do.
4. A volunteer will not use or allow any foul, abusive or profane language or behavior on or around the training field or before, during or after a game. A volunteer will not berate, belittle, or bully any players or parents.
5. Volunteers will follow the SAFESPORT and the state's mandatory abuse reporting guidelines.
6. Volunteers will support all programs across the club including peer volunteers.
7. Use of any form of tobacco or drugs or consumption of alcohol is not allowed while on duty. Traveling with teams is considered "on duty".
8. Volunteers will be good stewards of the game, supporting youth soccer in Oregon and other platforms .
9. When serving in official volunteer roles such as Team Manager, Treasurer, Chaperone, or roles where a formal description exists, volunteers will strictly adhere to all duties and reporting structures described in the role description sheets.
10. When traveling with teams in a volunteer capacity Volunteers will strictly adhere to club Travel Policy and team itineraries set out by the team coach, program Director and manager. Improvising or not adhering to the policy or itinerary or not permitted.

_____/_____/_____
Name Signature Today's Date



VOLUNTEER CODE OF CONDUCT

VOLUNTEER DISCIPLINE

BASELINE PHILOSOPHY

We are in business to grow the game of soccer; grow our club and the individual player members we have the opportunity to serve. Our programs must be attractive to participants and those paying for our services. We rely on the players for our club's livelihood therefore our leaders must strive to make a positive difference every day.

As a Club, we must ensure that all Volunteers in any position of power within NW ELITE FC adhere to our philosophies and guidelines in order to ensure the longevity of NW ELITE FC. Therefore, all such persons shall be subject to discipline for behavior which violates these guidelines.

Further, all such persons are expected to treat all Club Members (which includes parents and guardians of players) with respect. Abusive language will not be tolerated. We can guide but shall not berate. We will raise players up rather than pushing them down. We will use direct language when needed, but never insult, demean or humiliate. We will use language that supports and promotes appreciation for gender, ethnic, and other forms of diversity.

We will invite and encourage discussions with players. We will ensure that all input is given careful consideration. We will communicate with parents, guardians and players in an open, kind and honest manner.

Any complaints by anyone regarding a volunteer violating the Code of Conduct or violating the Baseline Philosophy noted above will be addressed by NW ELITE FC's Executive Director, DOC and the Board of Directors if need be. If a violation has been determined to have occurred, discipline will be imposed.

We must consistently demonstrate behavior aligned with these expectations in order to ensure a healthy environment for all players and parents. As such, NW ELITE FC will be implementing a mandatory education program for all volunteers, in addition to OYSA, ECNL and other governing body requirements. All volunteers will be required to complete Safesport training as part of their background check processes. In addition all volunteers must attend one of the following educational programs (online programs are acceptable):



VOLUNTEER CODE OF CONDUCT

1. SAFESPORT

What is SafeSport?

SafeSport is the Olympic community's initiative to recognize, reduce and respond to misconduct in sport.

The six primary types of misconduct are:

- Bullying
- Harassment
- Hazing
- Emotional Misconduct
- Physical Misconduct
- Sexual Misconduct, including Child Sex Abuse

Sport provides athletes with an opportunity to perform – on and off the field. Unfortunately, sport can also be a high-risk environment for misconduct and abuse. For example, studies indicate that as many as one in eight athletes will be abused within their sport. Misconduct is a critical issue in sport and one which we all need a game plan to prevent.

Increase in Standard of Care

Organizations involved in youth sports are held to an increased “standard of care” regarding reporting, training, policies and procedures, and periodic safety system reviews.

DISCIPLINE STEPS IF REQUIRED

1. Written warning
2. Removal from Club activities/responsibilities for 1 month (without pay)
3. Removal from Club.

* Removal may also be immediately or as a second choice, depending on scenario