



**ONTARIO
SOCCER**
EST. 1901

Ontario Soccer Policies

Approved by the Ontario Soccer Board of Directors

December 6th, 2025

Ontario Soccer Policies are positions adopted and approved by the Ontario Soccer Board of Directors that direct a definitive course of action for the organization to enhance consistent decision making throughout membership at all level

Play. Inspire. Unite.

TABLE OF CONTENTS

REFERENCE POLICIES AND GUIDES	1
1.0 DEFINITIONS	2
2.0 ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT	14
3.0 AFLILIATION	14
4.0 ANTI-DOPING	14
5.0 CODE OF CONDUCT POLICY	15
6.0 COMMERCIAL SPONSORSHIP	15
7.0 COMPETITIONS	15
8.0 CONFIDENTIALITY POLICY	16
9.0 CONFLICT OF INTEREST	16
10.0 DISCIPLINE AND APPEALS	16
11.0 DISPUTE RESOLUTION	17
12.0 DIVERSITY EQUITY AND INCLUSION	17
13.0 ELECTRONIC COMMUNICATION AND SOCIAL MEDIA	17
14.0 GENDER EQUITY	18
15.0 INTELLECTUAL PROPERTY	18
16.0 MEMBERSHIP REQUIREMENTS AND MEMBERSHIP STATUS	18
17.0 ONTARIO SOCCER CENTRE CIRCLE AWARDS	18
18.0 POLICIES AND OPERATIONAL PROCEDURES ALIGNMENT	19
19.0 PRIVACY	19
20.0 REGISTRATION	20
21.0 RECRUITMENT AND SCREENING POLICY	20
22.0 SPORTS SAFETY POLICIES	20
23.0 TRANSGENDER POLICY	21
24.0 WHISTLEBLOWER	21



REFERENCE POLICIES AND GUIDES

Judicial Matters

- Appeals Process
- Discipline Processes
- Dispute Resolution
- Protests
- Whistleblower

Participant Safety

- Air Quality Advisory
- Anti- Doping
- Casts and Equipment
- Concussion Protocols
- Drones
- Electronic Communications and Social Media Guidelines
- Free standing Videography Equipment
- Heat Related Injury Prevention
- Jewelry, Head Covers, Religious Dress & Religious Practices
- Media and Photography
- Moveable Soccer Goals
- Playing while Pregnant
- Recording Equipment
- Severe Weather/Lightning Safety

Managing Risk

- Accessibility for Ontarians with Disabilities Act
- Code of Conduct
- Code of Conduct – Board Members
- Commercial Sponsorship Guide
- Confidentiality Policy
- Conflict of Interest
- Conflict of Interest – Statement
- Diversity, Equity and Inclusion
- Gender Equity
- Intellectual Property Guide
- Membership Terms Of Reference, Membership Requirements And Membership Status
- Privacy Policy
- Recruitment and Screening Guide
- Transgender Policy

1.0 DEFINITIONS

- 1.1 **Abuse/Maltreatment** - Definitions and Prohibited Behaviours which constitute Maltreatment can be found in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport.
- 1.2 **Acceptable Proof of Age** shall mean a birth certificate, passport, driver's license, Ontario Photo health card, baptismal certificate and any other document which is acceptable to Ontario Soccer.
- 1.3 **Act** shall mean the Personal Information Protection and Electronic Document Act (PIPEDA).
- 1.4 **Administrative or Financial Directives of a Governing Organization** shall mean the directives placed in the Governing Organization's By-Laws or policies that define the administrative or financial criteria that a member must meet in order to be declared to be "In Good Standing" at a general meeting of the Governing Organization.
- 1.5 **Administrative or Financial Directives of Ontario Soccer** shall mean that each member organization is required to pay each account for which payment to Ontario Soccer is overdue by 30 or more days prior to SMM or AMM meetings of Ontario Soccer.
- 1.6 **Administrator** shall mean an individual who is registered with Ontario Soccer to be responsible for one (1) or more of the functions required to operate a Governing Organization.
- 1.7 **Affiliate Organization** shall mean any Ontario Soccer District Association, League, Club, or Registered Organization.
- 1.8 **Affiliation** shall mean the annual process that an individual or organization shall complete with their Governing Organization.
- 1.9 **Appeal** shall mean the process followed in accordance with Governing Documents when an individual or organization wishes to challenge a decision of a Governing Organization.
- 1.10 **Appellant** shall mean the individual or organization appealing a decision of a Governing Organization.
- 1.11 **Appeals Panel** shall mean a group of individuals either appointed or elected by a Governing Organization to consider all requests for "Leave to Appeal".
- 1.12 **Approved by Membership** shall mean the adoption of a motion by a majority of the votes cast by delegates present at a General Meeting.
- 1.13 **Assault/Maltreatment** - Definitions and Prohibited Behaviours which constitute Maltreatment can be found in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport.
- 1.14 **Auditor** shall mean the organization that annually audits the accounts of a Governing Organization and ascertains the correctness of the Financial Statement of a Governing Organization.

- 1.15 **Bylaws** refers to the Bylaws of Ontario Soccer, as amended from time to time and in force and effect.
- 1.16 **Canada Soccer**, or CS, shall mean Canada Soccer which is the Governing Organization of soccer in Canada.
- 1.17 **Case Manager** shall mean an individual who is responsible for the administration of Discipline/Appeals and Complaints at the District/Club level. The Case Manager must have Discipline and Appeals Certification. The Case Manager is not a Discipline/Appeals panel member.
- 1.18 **Cisgender** – a term to describe a person whose gender identity corresponds with their birth assigned sex (e.g. someone whose gender identity is man and was assigned male at birth).
- 1.19 **Club** is a Governing Organization that is affiliated to, and under the jurisdiction of a District Association, is a registered organization that registers all Players, Team Officials and Administrators of their organization and organizes teams. A not-for-profit Club has an elected Board of Directors. A For-Profit Club, may have a Board of Directors or shareholders.

A **Youth Club** may operate as either a registered not-For-profit or for-profit entity, but must be incorporated. The Club is the Governing Organization whose primary, long-term objective is to provide Players with development and training through the provision of necessary training facilities and infrastructure. Youth Clubs shall apply for a level of Canada Soccer Club Licensing as mandated by Canada Soccer.

A **Senior Club**: may operate as a registered not-for profit or for-profit entity and is not required to be incorporated.

- 1.20 **Club Licensing** refers to the organizational development program, in accordance with Canada Soccer's Rules and Regulations whose objectives are to set clearly defined standards and expectations for Clubs, drive change in the soccer system, raise the level of all soccer organizations, and recognize excellence in the soccer community.
- 1.21 **Coach** shall mean any registered person acting in the capacity of a Coach appointed by Ontario Soccer, District Association, Club or any other Ontario Soccer registered organization to coach a team or programs run by that organization, including any assistant or specialist Coaches.
- 1.22 **Code** shall refer to the Ontario Soccer Code of Conduct.
- 1.23 **Commercial Activity** – any particular transaction, act or conduct that is of a commercial character.
- 1.24 **Complainant** shall mean the Party alleging an infraction.
- 1.25 **Concurrent Sentence** shall mean multiple suspensions served at the same time.
- 1.26 **Concacaf** shall mean the Confederation of North and Central American and Caribbean Associations of Football; and is a Confederation of the FIFA.

1.27 **Conflict of Interest** shall mean a situation where a person is in a position to derive personal benefit from actions or decisions made in their official capacity.

1.28 **Corporate Responsibilities** shall apply to Directors or shareholders of a registered Governing Organization. Ensuring minutes of meetings of their Governing Organization. The responsibilities must align with the Corporations Act of Ontario.

1.29 **Co-Respondent** shall mean the Governing Organization which made a discipline or appeal decision which has been upheld on appeal, and where the Appellant is then appealing again to a higher level.

1.30 **Days** shall mean total days, irrespective of weekends or holidays, but not including the date of the meeting, hearing or event in question or the date by which a response if any is required.

1.31 **Delegate** shall mean an individual qualified to take part at a Members Meeting and cast one (1) or more of the votes a member is entitled to at that meeting.

1.32 **Registration System** shall mean the electronic registration system used by Ontario Soccer to register District Associations, Clubs, Leagues, Players, Coaches, Match Officials and Administrators.

1.33 **Directly Affected by a Decision** shall mean:

- a) Any Registrant or Registered Organization against whom a decision has been made,
- b) The Accused in the Discipline Hearing, and
- c) The Victim of a reported misconduct that had been made against an accused.
- d) Any party impacted by the decision.

1.34 **Director** shall mean a person who is elected or appointed to serve in a position on the Board of Directors of a Governing Organization and will automatically be deemed to be registered as an Administrator of that Governing Organization.

1.35 **Discipline Panel** shall mean a group consisting of a minimum of three persons, one of which is a trained discipline Chair, appointed by a Case Manager on behalf of a Governing Organization to hear a case in accordance with Discipline and Appeals Operating Procedures.

1.36 **District** shall mean a distinct geographic area within the province of Ontario based on boundaries approved by the Ontario Soccer Board of Directors.

1.37 **District Association** shall mean the Governing Organization in each District; affiliated to, and under the jurisdiction of Ontario Soccer; consisting of the Clubs which are affiliated to it, and recognized by it, as controlling soccer in their respective Clubs.

1.38 **Diversity** shall mean the inclusion of individuals representing more than one national origin, colour, religion, socioeconomic status, geographic location, physical ability, sexual orientation, etc.

1.39 **Drone** – An unmanned mechanical aircraft that can navigate autonomously, with or without human control.

1.40 Electronic Communication Media – Communication media that is primarily for connecting with other users without a content-sharing or social networking purpose. Electronic communication media includes email, texting (SMS), Facebook, messenger, video sessions, WhatsApp, virtual meeting platforms, and other similar applications.

1.41 Electronic Communication or Recording Equipment shall mean any mobile, handheld equipment (e.g., microphone, headphone, earpiece, mobile phone/smartphone, smartwatch, tablet, laptop, cameras).

1.42 Employee shall mean a person who:

- a) Performs work and/or services for an employer for wages; and
- b) Works for regular pay, with income taxes, unemployment insurance premiums and government pension plan contributions withheld by the employer; and
- c) May have a job description; participate in the employer's benefits and private pension program; or a written employment agreement with the employer; and
- d) Provides tasks which are integral to the day-to-day business of the employer; and
- e) Is issued a T4 slip from the employer.

1.43 Exhibition Game shall mean a single sanctioned game arranged between teams of registered Players, which is which is not a scheduled League game, play-off game, cup game, tournament game or festival game.

1.44 Fees Retained shall mean that portion of the membership fees paid during the Fiscal period of the Governing Organization and retained by that Governing Organization.

1.45 Festival shall mean a series of games played by Under-13 or younger age groups in accordance with Canada Soccer's Grassroot Standards and LTPD principles.

1.46 FIFA shall mean the Fédération Internationale de Football Association, which is the Governing Organization for soccer globally.

1.47 Final Decision Making Panel – shall mean a group consisting of either one or three persons who are appointed by a Case Manager to decide on a case in accordance with this code.

1.48 Financial Interest shall mean where a Director may derive a personal profit from any activity of the Governing Organization of which he or she is a Director.

1.49 Focus Group shall mean a collection of individuals from the applicable membership, chosen to review and provide feedback to the development or revision of Operational Procedures, Programs, or other subject matters.

1.50 Free Standing Videography Equipment shall refer to self supportive video equipment used to record soccer games and training sessions managed by Ontario Soccer or by affiliated Leagues, Clubs or Teams within Ontario Soccer.

1.51 Full Team Identification shall mean the provision of the team's name, team classification, age classification, gender and team registration number.

1.52 **Futsal** is a small-sided indoor football game played between two teams of five Players each, one of whom is the goalkeeper.

1.53 **Game Related Changes** are defined as material changes to Operational Procedures that affect matters connected to the rules and regulations as they pertain to the management of the game on the field of play;

- a) The rules of the game;
- b) Incidents that occur prior, during, or after the game;
- c) The actions or activities of Registrants and Representatives.

1.54 **Game Types** shall mean competition based on specific playing formats, equipment, facilities and rules of the game.

1.55 **Gender binary** shall mean a social system whereby people are thought to have either one of two genders: man or woman. These genders are expected to correspond to sex assigned at birth: male or female. In the gender binary system, there is no room for diversity outside of man or woman, for living between genders or for crossing the binary. The gender binary system is rigid and restrictive for many people who feel that their natal sex (sex they were labelled with at birth) does not match up with their gender or that their gender is fluid and not fixed.

1.56 **Gender Equity** shall mean the allocation of resources, benefits, opportunities and entitlements (including power) associated with soccer, fairly and without discrimination on the basis of gender. Gender Equity also means addressing identified imbalances.

1.57 **Gender expression** shall mean the way an individual communicates their gender identity to others. This is done through behaviour, body language, voice, emphasis or de-emphasis of bodily characteristics, choice of clothing, hairstyle, and wearing make-up and/or accessories. The traits and behaviours associated with masculinity and femininity are culturally specific and change over time.

1.58 **Gender identity** shall mean a person's innermost sense of their own gender. This can include man, woman, both, neither or something else entirely. Gender also refers to a variety of social and behavioural characteristics (e.g. appearance, mannerisms)

1.59 **Governing Organization** shall mean that Registered Organization which, in the context of the rule being interpreted, is the organization delegated to act and is either an organization under whose jurisdiction Ontario Soccer operates, Ontario Soccer, a District Association, a League or a Club.

1.60 **Governance Position** shall mean any individual elected or appointed by a Governing Organization, who is in a position of authority and is involved in any way in a decision-making process.

1.61 **Grassroots Standards (U4-U13)** is a document developed and mandated by Canada Soccer and replaces all previous versions of the "Ontario Soccer Grassroots Standards".

1.62 **Harassment** shall mean any comment, conduct, or gesture directed toward an individual or group of individuals, which is insulting, intimidating, humiliating, malicious, degrading or offensive. Harassment means inappropriately exerting power over another person. Harassment occurs along a continuum that ranges from mild conduct such as gestures or commands to conduct which may be physical, forceful, and violent. In certain forms, harassment may be a criminal offense.

1.63 **Host** shall mean a Governing Organization responsible for a competition.

1.64 **Impacted Party** shall mean any Registrant or Registered Organization who/which has suffered injury or harm as a result of another Registrant's or Registered Organization's actions.

1.65 **Inclusiveness** means encompassing everything concerned.

1.66 **Indoor Facility/Operators** is/are a predetermined area or place to host Ontario Soccer sanctioned indoor youth and/or adult matches and events.

1.67 **Individuals** refers to all categories defined in the Ontario Soccer By-Laws, or the Affiliate Organizations By- Laws, as well as all individuals employed by, or engaged in activities with, Ontario Soccer or their Affiliate Organizations including but not limited to; Administrator, Coach, Director, Employee, Player, Registered Team, Registrant, Team Official, Match Official, Volunteer, Board of Director, Spectator, parent/guardian or representatives.

1.68 **Ineligible Player** shall mean a Registrant or Non-Registrant of Ontario Soccer who participated in a soccer activity in which they were not eligible to participate.

1.69 **Interpersonal Communication** – communication that occurs between two or more participants within a communication medium.

1.70 **Knowingly** shall mean deliberately or consciously.

1.71 **Leave to Appeal** shall mean the process that a party Directly Affected by a Decision, uses to request that a decision by a Governing Organization be reviewed by a higher-level Governing Organization.

1.72 **LGBTQI2S** - An umbrella acronym for lesbian, gay, bisexual, trans, queer, intersex, and two-spirit. Other acronyms commonly used are LGBTQ+ and LGBTQ2.

1.73 **Long Term Player Development** also known as LTPD, shall mean the Canada Soccer model designed to, and originally prescribed by Sport for Life, now optimized for soccer, to promote Player-centric, age- appropriate development to support lifelong participation and wellness through soccer.

1.74 **Mandatory Penalty** shall mean the fixed or set penalty specified for certain misconduct types in Discipline Policies and that must be imposed by a Discipline Hearing/Review Panel after a guilty finding for those misconduct types.

1.75 **Match Official** shall mean an individual who is either registered with Ontario Soccer to officiate sanctioned competitions, or an individual who officiates a game in the absence of the

appointed referee; a Club Assistant Referee accepted by the Match Official; or a person serving as the "Official Timekeeper" at an Indoor or Futsal game.

- 1.76 **Match Official Assault** shall mean deliberate physical contact or attempted physical contact, any type of threats or threatening action, any form of violent conduct or attempted violent conduct towards a Match Official.
- 1.77 **Mental Abuse** (also referred to as psychological abuse) is the use of threats, verbal insults, and other more subtle tactics to control a person's way of thinking.
- 1.78 **Memorable Event** shall mean a special grassroots soccer experience designed in accordance with Canada Soccer's Grassroots Standards and LTPD principles, providing developmentally appropriate, inclusive, and engaging activities that foster enjoyment and long-term participation in the game. Frequency of memorable events must be in accordance with Canada Soccer's Grassroots Standards.
- 1.79 **Minor** an individual under the age of 19, unless the applicable laws and regulations of their jurisdiction of residence provide otherwise; in Ontario a minor is considered to be anyone under the age of 18.
- 1.80 **Moral Turpitude** shall mean any offences found in Part V of the Criminal Code of Canada (Sexual Offences, Public Morals, and Disorderly Conduct).
- 1.81 **New Facts** shall mean, in the context of an Appeal, any fact that was in existence at the time of the hearing, however, was not produced when the original decision was made or that could not be discovered by due diligence.
- 1.82 **Non-Game Related Changes** are defined as changes that made to any Operational Procedure so long as the change does not have a material effect on the game of soccer.
- 1.83 **Not In Good Standing** shall mean a registered individual and/or member organization shall be deemed Not in Good Standing if their membership status is either suspended or expelled, if they have overdue unpaid fees, dues or other obligations to their Governing Organization or to a sanctioned member and/or competition.
- 1.84 **Obligation of Loyalty** shall mean where a Director through their position, or on account of some other significant involvement, with another corporation or organization has a conflict or apparent conflict with their required loyalty to the Governing Organization of which they are in a Governance Position.
- 1.85 **Ontario Soccer** shall mean Ontario Soccer; the official Governing Organization of soccer in the province of Ontario and Member Association of Canada Soccer.
- 1.86 **Organization** – the organization adopting this Code, which may be Ontario Soccer or an Affiliate Organization.
- 1.87 **Participants** refers to all categories of individual members and/or registrants defined in the By-laws of Ontario Soccer as well as all people engaged in activities with, Ontario Soccer including, but not limited to players, coaches, instructors, officials, volunteers, managers,

administrators, committee members and Directors and Officers. Participants are subject to the Polices of Ontario Soccer.

- 1.88 **Party** refers to the complainant or respondent of a complaint.
- 1.89 **Perceived Conflict of Interest** shall mean a reasonable perception by an informed person that a conflict-of- interest situation exists or may exist.
- 1.90 **Person** shall mean any family member, friend, customer, client, sponsor, colleague or legal person.
- 1.91 **Person in Authority** – a Participant who holds a position of authority within Ontario Soccer including but not limited to, coaches, managers, support personnel, supervisors, and Directors. There is typically a Power Imbalance between Persons in Authority and other Participants.
- 1.92 **Personal Information** – any information about an identifiable individual including information that relates to their personal characteristics including, but not limited to, gender, age, income, home address or phone number, ethnic background, family status, health history and health conditions, NCCP number, education, resumes, fitness results, credit card or chequing information, date of birth, athlete history, birth certificate, performance results, certifications, awards, height, weight, uniform size, shoe size, feedback from coaches and trainers, video footage, photographs, banking information, social insurance number, criminal records check, reference checks, beneficiaries, passport numbers, frequent flyer numbers, and discipline results. Personal information, however, does not include business information (e.g. an individuals' business address and telephone, which is not protected by PIPEDA).
 - d) **Representatives** – Prospective members, members, players, coaches, referees, participants, managers, fans and volunteers within Ontario Soccer.
- 1.93 **Player** shall mean an individual who is permitted, when registered with Ontario Soccer, in accordance with Governing Documents, to play for a Registered Team in a Sanctioned Competition.
- 1.94 **Player Movement Agreement** shall mean a document signed by two Clubs under which they agree to 'play up' Players from a team of one Club to a team of the other Club in accordance with the provisions of Ontario Soccer Operational Procedures.
- 1.95 **Policy** shall mean a position statement adopted by the Board of Directors to define the intent of Ontario Soccer's By-Laws, or to define an established course of action or behaviour that must be followed.
- 1.96 **Power Imbalance** – A Power Imbalance may exist where, based on the totality of circumstances, a Participant has the duty of care, supervisory, evaluative, or other authority over another Participant. A Power Imbalance between Persons in Authority and Other Participants.
- 1.97 **Pro-Am** shall mean a League level involving both professional and amateur registered Player.
- 1.98 **Probationary Sentence** – relating to a period of time when an individual is not to commit any more offenses.

1.99 Procedure shall mean the explicit published guidelines or details required to implement some aspects of a Policy or to cover matters related to administration of the game managed by Ontario Soccer.

1.100 Proposed Result – The decision by the Case Manager on the complaint. Parties can either accept the Proposed Result or submit a Request for Reconsideration.

1.101 Public Communication – Communication that is or was posted publicly, such as on a Participant's social media platform

1.102 Published Rule shall mean a Statute, By-Law, Rule, Regulation, Policy, Procedure, or Law that is adopted by a Governing Organization.

1.103 Recorded Payment shall mean an EFT, cheque or money order made payable to a Governing Organization.

1.104 Registered shall mean a current record exists for a named individual or organization named in the Ontario Soccer registration system of a registered Governing Organization.

1.105 Registered Organization shall mean an organization which registers with Ontario Soccer, as a District Association, League, or Club.

1.106 Registered Team shall mean a group of registered Players who have been assigned to a roster by its Governing Organization in order to play in Sanctioned Competition.

1.107 Registrant shall mean an individual registered with Ontario Soccer, as well as an individual engaged in authorized activities with Ontario Soccer or a Registered Organization.

1.108 Registrar shall mean the person(s) authorized by a Governing Organization to validate the registration of all its participants on its teams.

1.109 Registration Form shall mean the form which meets Ontario Soccer minimum requirements and is provided by a Governing Organization either in hard copy or digital form.

1.110 Registration System shall mean the electronic registration system used by Ontario Soccer to register District Associations, Clubs, Leagues, Players, Coaches, Match Officials and Administrators.

1.111 Representatives shall mean individuals employed by, or engaged in activities on behalf of, Ontario Soccer, or Registered Organizations, including: Administrators, Coaches, Directors, Employees, Match Officials, Players, Registrants, Registrars, Team Officials, Contractors, Volunteers, Managers, Committee Members, and Officers.

1.112 Respondent shall mean the Governing Organization which made the decision, which is being appealed at a given Appeal Hearing or the alleged infracting party.

1.113 Responsible Coaching Movement – shall mean the call to action for sport organizations, parents, and coaches to enact responsible coaching across Canada – on and off the field.

1.114 Sanctioned Organization shall mean an active soccer organization that is a registered member of Ontario Soccer or with a member organization.

1.115 Sanctioned Competition shall mean a competition which has obtained the approval of the required Governing Organization(s) in accordance with Governing Documents.

1.116 Sanctioned Participation shall mean that a Registered Team has obtained the approval of the required Governing Organization(s) to participate in a sanctioned competition.

1.116 Sex shall mean the classification of people as male, female or intersex. Sex is usually assigned at birth and is based on an assessment of a person's reproductive system, hormones, chromosomes and other physical characteristics, most notably by external genitalia.

1.117 Sexual orientation describes human sexuality, from gay and lesbian to bisexual and heterosexual orientations. A person's gender identity is fundamentally different from and not related to their sexual orientation. Because a person identifies as trans does not predict or reveal anything about their sexual orientation. A trans person may identify as gay, lesbian, queer, straight, or bisexual.

1.118 Social media – Communication media that permits users to create or generate content, share that content, and network with other users. Social media includes YouTube, Facebook, Instagram, LinkedIn, Tumblr, TikTok, Snapchat, Twitter, and other similar websites and applications.

1.119 Soccer Related Activity shall mean any, or all, of the following acts or actions by a Player, Team Official, Match Official, Administrator or Director including, but not limited to:

- Coaching Players at games and practices, managing, playing, practising, officiating, or
- Acting as an Administrator in any activity that falls under the jurisdiction of Ontario Soccer by any party either in person or by proxy, or
- Representing their applicable Governing Organization at another Governing Organization's meetings or voting at such meetings, or
- Managing or participating in an Ontario Soccer administered program;

Soccer Related Activity does not apply to the following:

- Attending a Discipline Hearing as an accused, or
- Attending an Appeal Hearing (provided that the appeal being made is against her/his suspension from all soccer related activity), or
- A Director of an incorporated organization performing corporate responsibilities related to that corporation, or
- An employee performing her/his employee responsibilities.

1.120 Squad - A squad, or match day roster, shall mean a group of Grassroots players selected from the Club's player pool at that age group for a given match.

1.121 Statement of Claim shall mean a document filed with the court that sets out the claims of the other party (plaintiff) indicating what you (defendant) may owe them and why they are making the claim. The statement of claim starts legal proceedings.

1.122 Subject Matter Expert Group shall mean a group of Subject Matter Experts from Ontario Soccer department staff and/or Operational Committees chosen to develop and review Ontario Soccer Operational Procedures in designated sections.

1.123 Suspended Sentence shall mean the defendant will serve a period of probation and receive a guilty verdict.

1.124 Team Identification shall mean the provision of the team's name, team classification, age classification, gender and team registration number (if applicable).

1.125 Team Official shall mean anyone registered to a team as a Head Coach, Assistant Coach, Team Manager, Assistant Manager, or Club Head Coach, Technical Director or Technical Staff (such as a Goalkeeper Coach, Athletic Therapist etc.).

1.126 Team Position Status shall mean that a Club is entitled to operate a team in a division of a League in accordance with the provisions of Ontario Soccer Policies on 'Team Movement.'

1.127 Tournament shall mean a series of games involving Under-14 or older aged teams between a minimum of 4 teams participating and played within seven (7) consecutive days or over no more than three (3) weekends during a playing season.

1.128 Transgender Player: A person whose gender identity (their internal sense of being male, female, both, neither, nor somewhere along the gender spectrum) differs from gender they were assigned at birth. For the purpose of registration on gender-based amateur teams, a Player may register with the gender team with which the Player identifies.

1.129 Trans shall mean an umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society. It includes but is not limited to people who identify as transgender, transsexual, cross dressers (adjective) or gender non-conforming (gender diverse or genderqueer).

1.130 Two-spirit shall mean an English umbrella term used by some indigenous people rather than, or in addition to, identifying as LGBTQ. This term affirms the interrelatedness of all aspects of identity - including gender, sexuality, community, culture, and spirituality.

1.131 Unsanctioned Event shall mean any form of competition which does not have the authoritative permission or approval of the applicable Governing Organization.

1.132 Unsanctioned Organization shall mean an organization that is not a member of Ontario Soccer or its member organizations.

1.133 Valid Photograph shall mean a photo of the person being registered and must be an accurate impression of the person being represented as per the requirements in the Registration Operational Procedures.

1.134 **Victim** shall mean any Registrant or Registered Organization who/which has suffered injury or harm as a result of another Registrant's or Registered Organization's actions.

1.135 **Violent Conduct** is when a Player uses or attempts to use excessive force or brutality against an opponent when not challenging for the ball, or against a team-mate, Team Official, Match Official, spectator or any other person, regardless of whether contact is made.

1.136 **Vulnerable Participants** – Includes children/youth (minors) and vulnerable adults (people who, because of age, disability or other circumstance, are in a position of the dependence on others or are otherwise at a greater risk than the general population of being harmed by people in positions of trust or authority).

1.137 **Workplace** refers to any place where business or work-related activities are conducted. Workplaces include, but are not limited to, the Ontario Soccer or Affiliate Organizations' office, work-related social functions, work assignments outside the office, work-related travel, and work-related conferences or training sessions.

1.138 **Youth Aged Match Official** shall mean a registered Match Official under the age of 18, who is appointed to officiate, or is officiating, a game in a youth or grassroots age division.

2.0 ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT

The purpose of this policy is to fulfill the requirements set out in Ontario Regulation 420/07 of the Accessibility for Ontarians with Disabilities Act, 2005, and to establish Operational Procedures for Ontario Soccer governing the provision of its goods and services to persons with disabilities.

PLEASE SEE MANAGING RISK POLICIES AND GUIDES FOR FULL POLICY

3.0 AFLILIATION

The process of affiliation with a Governing Organization includes:

- a) Applying for membership with
- b) Registering with
- c) Paying fees to
- d) Reporting to
- e) Acknowledging the jurisdiction and authority of a Governing Organization.

An individual or a soccer organization shall affiliate with a Governing Organization in accordance with all applicable Governing Documents.

An individual or a soccer organization that affiliates with a Governing Organization shall be under the jurisdiction and authority of all superior applicable Governing Organizations:

- a) FIFA
- b) Canada Soccer
- c) Ontario Soccer
- d) District Association
- e) Club

4.0 ANTI-DOPING

Ontario Soccer upholds Canada Soccer's Integrity in Sport Anti-doping policy and specific to soccer in Ontario and upholds that all athletes:

- a) Abstain from the non-medical use of drugs or the use of performance enhancing drugs/supplements or methods and adhere to the requirements of the Canadian Anti-Doping Program;
- b) Respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Canada Soccer or any other sport organization;
- c) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or

supervision of the sport, who has violated an anti-doping rule and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code.

PLEASE SEE [PARTICIPANT SAFETY POLICIES AND GUIDES](#) FOR FULL POLICY

5.0 CODE OF CONDUCT POLICY

The purpose of this Code is to ensure a safe and positive environment within Ontario Soccer and their Affiliate Organizations' programs, activities, and events by making Individuals aware that there is always an expectation, of appropriate behaviour. Ontario Soccer and their Affiliate Organizations support equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

6.0 COMMERCIAL SPONSORSHIP

Ontario Soccer's Sponsorship Policy articulates how it and its Members, Affiliate Organizations, (Districts, Leagues, Clubs, Academies and Registered Organizations), Teams and Registrants (hereinafter "Ontario Soccer") will secure sponsorship in a manner consistent with the common standards implemented within the amateur sport industry.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

7.0 COMPETITIONS

Ontario Soccer shall actively support various forms of competitions as they are developed and played in Ontario, and shall cause to be established and maintained, a set of Ontario Soccer Operational Procedures to provide a stable structure for these types of competitions consistent with Canada Soccer and International standards. Ontario Soccer will provide opportunities for players and coaches to reach Provincial, National, and international standards of play; and shall support and operate High Performance programs. Ontario Soccer shall support and maintain the principles of the Laws of the Game as established by the International Football Association Board (IFAB) and recognized by F.I.F.A., except to accommodate differences in age or climatic conditions.

8.0 CONFIDENTIALITY POLICY

Directors, Committee Member, Staff, Contractors and others involved with Ontario Soccer will be entrusted with and will be in the possession of confidential information, the disclosure of which may be detrimental to the best interests of Ontario Soccer. Ontario Soccer will ensure there are Guidelines to protect confidential information and proprietary information of Ontario Soccer.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

9.0 CONFLICT OF INTEREST

Ontario Soccer is committed to providing an environment in which all Registrants and Registered Organizations of Ontario Soccer and any of its governing organizations (collectively “Individuals”) act honestly, in good faith, and in the best interests of the game of soccer in the Province of Ontario. Activities of the governing organization, and those of its Registrants and Member Organizations, shall be conducted in a manner becoming the high ethical standard of business conduct expected of the leaders of Soccer in Ontario.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

10.0 DISCIPLINE AND APPEALS

This Policy applies to all Registrants and/or Registered Organizations under the jurisdiction of Ontario Soccer and its affiliated and Registered Organizations.

Registrants and/or Registered Organizations are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with Ontario Soccer’s policies, bylaws, rules and regulations. Irresponsible behaviour by Registrants and/or Registered Organizations can result in severe damage to the integrity of Ontario Soccer and its District Associations, Leagues, Clubs, and Teams. Conduct that violates these values may be subject to sanctions pursuant to the Code of Conduct or Discipline Policy.

Any person acting as a Team Official, Administrator or Match Official shall be considered to be a Registrant regardless of whether he/she has registered to do so.

PLEASE SEE [JUDICIAL POLICIES AND GUIDES](#) FOR FULL POLICY

11.0 DISPUTE RESOLUTION

Ontario Soccer believes that negotiated settlements are usually preferable to outcomes resolved through other dispute resolution techniques. Negotiated resolutions to disputes with and among Individuals are strongly encouraged.

The purpose of this policy is to resolve disputes of a 'corporate' nature between and among Ontario Soccer (referred to as Ontario Soccer in this policy), District Associations, Clubs, Leagues and Registrants using techniques of Alternate Dispute Resolution (ADR), thus avoiding the need to resort to litigation.

As a condition of membership in Ontario Soccer, or in one of its District Associations, all District Associations, Clubs, Leagues, and Individuals agree to abide by the provisions of this Policy.

As the purpose of this Policy is to promote alternatives to litigation, Ontario Soccer may refuse to hear a dispute, or discontinue hearing a dispute that has already commenced, if the party or parties engage in litigation, or send a lawyer's letter threatening litigation that is either directly or indirectly related to the matter in dispute.

PLEASE SEE [JUDICIAL POLICIES AND GUIDES](#) FOR FULL POLICY

12.0 DIVERSITY EQUITY AND INCLUSION

Ontario Soccer encourages the participation of all individuals and organizations interested in all aspects of soccer across the province of Ontario. Ontario Soccer shall support and maintain procedures related to this policy to ensure the inclusion of all registrants regardless of gender, ethnicity, race, religion, socioeconomic status, physical ability, sexual orientation, to the game of soccer province wide.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

13.0 ELECTRONIC COMMUNICATION AND SOCIAL MEDIA

Ontario Soccer recognizes that communication between all Participants should be guided by principles that ensure the physical and psychological safety of the Participants and that maintain and strengthen effective relationships.

PLEASE SEE [PARTICIPANT SAFETY POLICIES AND GUIDES](#) FOR FULL POLICY

14.0 GENDER EQUITY

Ontario Soccer Board sets a target of a minimum of 40% representation by each gender (men and women) for the Ontario Soccer Board of Directors and all Ontario Soccer Committees. Further to this Ontario Soccer recommends that all Governing Organisations within Ontario Soccer consider similar plans for moving towards greater gender equity representation on their Boards and Committees where necessary.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

15.0 INTELLECTUAL PROPERTY

Ontario Soccer seeks to ensure the Association's visual identity (logo/mark), intellectual property and brand slogans/tag lines (collectively "intellectual property") are applied consistently and reflect the highest of standards.

Ontario Soccer will provide users with guiding principles, policies and regulations regarding the use of Ontario Soccer's Intellectual Property within this Policy and the applicable Operational Procedures.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

16.0 MEMBERSHIP REQUIREMENTS AND MEMBERSHIP STATUS

Ontario Soccer will consider accepting into Voting Membership, District Associations which meet the Ontario Soccer terms of reference for District Associations; meet the membership requirements outlined in the guide and maintain the status of Good Standing.

The membership status of a registered individual or a member organization may be reviewed by the Member's Governing Organization if deemed to be in violation of any membership requirement (as laid out by the Member's Governing Organization) and/or Governing Documents.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

17.0 ONTARIO SOCCER CENTRE CIRCLE AWARDS

All award winners are expected to have adhered and respected Ontario Soccer's core values to be eligible to receive a Centre Circle Award. Ontario Soccer shall recognise the following awards annually:

- a) **Life Membership Award** – Awarded to individuals who have been associated with Ontario Soccer or one of its members, and who has rendered special service to the game in Ontario to an extent beyond normal participation.
- b) **Chair of the Board Award** – Awarded to individuals or organizations recognized as tremendous contributors to the Ontario Soccer.
- c) **Meritorious Service Award** – Awarded to those who have elevated the meaning of commitment to the community, dedicating themselves to the assistance of others and the promotion and leadership in multiple facets of the game in the province.
- d) **Club Recognition Award** – Awarded to an organization that has contributed in innovative ways to deliver the game of soccer across the province.
- e) **Coaches Award** – Awarded to Coaches who have devoted tremendous time and energy to improve Players, playing experience and/or have made significant contributions to the development of coaching in Ontario.
- f) **Match Official Award** – Awarded to Match Officials that play an integral part in the sport across the province and/or has made significant contributions to the development of Match Officials in Ontario.
- g) **Brian Avey Award** – Awarded to an Ontario Soccer staff member recognizing their positive contributions that best exemplifies many of the quality characteristics that Brian Avey represented.
- h) **Future Leaders Award** – Awarded to recognized youth in their graduating year of high school who have made an outstanding impact on the local soccer community as a leader, Player, Coach, Match Official or Administrator.

18.0 POLICIES AND OPERATIONAL PROCEDURES ALIGNMENT

All Ontario Soccer Registrants, Clubs, Organizations, Leagues and Districts must comply with Ontario Soccer Policies & Operational Procedures. Expect where indicated within these Operational Procedures, all Governing Documents of District Associations, Clubs and Leagues shall comply with Ontario Soccer's Governing Documents.

District Associations, Clubs and Leagues are prohibited from creating any Policies, Operational Procedures, rules, regulations or making decisions which conflict with Ontario Soccer Policies & Operational Procedures.

19.0 PRIVACY

The privacy of personal information is governed by the Personal Information Protection and Electronic Documents Act (PIPEDA). This Policy and the Operational Procedures are based on the standards required by PIPEDA as interpreted by Ontario Soccer.

Ontario Soccer recognizes an individual's right to privacy with respect to their Personal Information. This Policy and its Operational Procedures describe the way that Ontario Soccer collects, uses, safeguards, discloses, and disposes of Personal Information.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

20.0 REGISTRATION

Ontario Soccer will have procedures to describe the rights, conditions and obligations for registration with Ontario Soccer. An individual or organization will register with Ontario Soccer prior to participating in any soccer program or competition under the jurisdiction of Ontario Soccer.

21.0 RECRUITMENT AND SCREENING POLICY

Screening of individuals is an important part of providing a safe sporting environment. Ontario Soccer will establish Guidelines to ensure the protection of its Organizations and Registrants by way screening all individuals who participate in the sport of soccer in Ontario.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

22.0 SPORTS SAFETY POLICIES

Fostering a sport environment that is safe for all participants, at all levels of competition, is everyone's responsibility. A safe sport environment is one that does not jeopardize an athlete's mental, physical, emotional or sexual health and well-being, but instead promotes strength, resilience, and self confidence.

Athletes, particularly those competing at high levels, may be vulnerable to attacks on their health and well-being from people they know – trainers and other athletes, for example – as well as from people they do not know – media and stranger through social media. It is essential that all participants are protected from harm through a combination of education and prevention initiatives, comprehensive and actionable policies and protocols, and compassionate and just crisis management.

PLEASE SEE [PARTICIPANT SAFETY POLICIES AND GUIDES](#) FOR FULL POLICY

23.0 TRANSGENDER POLICY

Ontario Soccer believes all people, regardless of age, gender, sex, ethnicity, or ability, should have the opportunity to participate in soccer and futsal, and that it would be fundamentally unjust and contrary to applicable provincial and federal law to preclude a member from participation on a gender specific sports team that is consistent with the public gender identity of that individual for all other purposes.

PLEASE SEE [MANAGING RISK POLICIES AND GUIDES](#) FOR FULL POLICY

24.0 WHISTLEBLOWER

Ontario Soccer supports and allows individuals and organizations the ability to disclose incidents of wrongdoing without the fear of unfair treatment or reprisal.

This Policy and applicable procedure apply to individuals and organizations that observe or experience incidents of wrongdoing and report such incidents or observations under the expectation of privacy.

PLEASE SEE [JUDICIAL POLICIES AND GUIDES](#) FOR FULL POLICY



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