



South
Burnaby Metro Club – Soccer Division,

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Code of Ethics and Conduct to Protect Children

(Effective Date: September 1, 2025)

Purpose and Commitment

South Burnaby Metro Club (SBMC) has developed this **Code of Ethics and Conduct** to guide our employees and volunteers in all interactions within the Club and with children.

The **safety, rights, and well-being of children** are at the heart of our programs. We are committed to building supportive, respectful relationships while maintaining appropriate and healthy boundaries.

In addition to this policy, SBMC fully supports and complies with:

- The **British Columbia Universal Code of Conduct (BC UCC)**
- The **BC Soccer Conduct & Ethics Policy**

These standards apply to all SBMC-sanctioned activities, including practices, training sessions, competitions, and events.

1. Importance of the Code

SBMC is dedicated to creating a **safe and respectful environment for all children**.

This Code outlines the standards of behaviour expected from our staff and volunteers to ensure that:

- Children are always protected and supported.
- Relationships are built on trust, respect, and professional boundaries.
- Our conduct reflects the Club's values of integrity, fairness, and care.

2. Standards of Integrity in Sport

All participants share responsibility for maintaining integrity in soccer. They must refrain from:

- Using or promoting performance-enhancing or recreational drugs.
- Associating with individuals serving anti-doping sanctions.
- Consuming alcohol or illicit substances during soccer-related activities or in the presence of youth.
- Engaging in bribery, corruption, forgery, or falsification of documents.
- Accepting or offering gifts or benefits that could improperly influence decisions.
- Betting or manipulating match results in any way.

Participants must also:

- Treat all confidential information appropriately.
- Act with transparency and neutrality.
- Uphold SBMC's Code of Conduct at all times.

3. Standards of Behavior

All participants in SBMC programs must:

- Comply with the **Laws of the Game, Canada Soccer, BC Soccer, and SBMC's** rules and policies.
- Resolve conflicts respectfully and professionally.
- Demonstrate **respect, fairness, and inclusivity**, regardless of background or identity.
- Uphold **fair play, self-control, and respect for referees, opponents, and teammates.**
- Report any criminal convictions or ongoing investigations to the **SBMC Risk Management Officer.**

4. Conduct of Club Officials, Staff, and Volunteers

Those in positions of trust or authority are held to a higher standard. They must:

- Act with honesty, integrity, and impartiality.
- Manage financial and operational duties responsibly.
- Respect confidentiality and exercise sound judgment.
- Remain informed about Club and provincial sport policies.
- Support open, transparent decision-making and respect majority decisions.
- Dedicate sufficient time and preparation to Club duties.

5. Conduct of Spectators and Parents

Parents and spectators are vital to a positive soccer environment. They are expected to:

- Encourage players respectfully and avoid hostile or critical behaviour.
- Refrain from ridicule, negative comments, or interference during play.
- Respect referees, coaches, and all volunteers.
- Promote a positive and safe experience for all participants.

6. Interacting with Children

SBMC staff and volunteers must:

- Treat every child with dignity and respect.
- Maintain appropriate and professional boundaries at all times.
- Ensure all interactions are tied to official duties and approved by parents and the Club.
- Immediately report any concerns about inappropriate behaviour to the designated Club contact.

Prohibited behaviours include:

- Physical contact or communication that could be perceived as inappropriate.
- Private or excessive communication (texts, personal calls, social media) with a child.
- Favouritism, gift-giving, or unauthorized one-on-one time.
- Taking personal photos/videos of children.
- Intimidation, ridicule, or sharing of inappropriate material.

7. Reporting Requirements

All SBMC staff and volunteers must report:

- Any suspected child abuse, inappropriate behaviour, or boundary violations.
- Any potentially illegal activity involving a child to **law enforcement or child welfare authorities, and to the designated SBMC contact.**

When in doubt, discuss the concern with the designated **SBMC Risk Management Officer** before taking action.

8. Follow-Up on Reports

- Illegal behaviour: Report immediately to police and/or child welfare; SBMC will cooperate fully.
- Inappropriate behaviour: SBMC will investigate internally and take appropriate action.
- If patterns of concern or serious misconduct are identified, the matter may be referred to external authorities.

Definitions

- **Participants:** All individuals involved in SBMC soccer activities, including players, coaches, officials, volunteers, administrators, board members, and parents/guardians.
- **Club Officials, Staff, and Volunteers:** Board Members, Directors, Coaches, and others acting on behalf of SBMC.
- **Spectators and Parents:** Any individuals attending Club activities.
- **Good Faith:** Acting with honesty, fairness, and lawful intent.

9. Alignment with BC Soccer

All SBMC policies must align with **BC Soccer's Bylaws, Rules & Regulations**, and related policies.

Acknowledgement

I have read and agree to comply with the South Burnaby Metro Club Code of Ethics and Conduct to protect children and uphold the values of the Club.

Staff/Volunteer's signature

Date