

NetRippers Football Club (NRFC)

Code of Conduct Acknowledgement Form

NetRippers Football Club (NRFC) Mission, Goals and Values:

The mission of our organization is to attract players of all skill levels, encourage team building, expand our sense of community, and promote health and wellness through exciting recreational and competitive soccer.

NRFC is a 501(c)(3) non-profit charitable organization.

NRFC believes that all participants have a right to a safe and healthy environment to participate in all levels of soccer. NRFC managers, athletes, spectators, and guests have an obligation to promote mutual respect, tolerance, and acceptance. NRFC expects ALL to abide by the following code of conduct during NRFC-sponsored games/leagues/events and situations arising from NRFC events.

The essence of good ethical conduct and practice is summarized below.

PURPOSE OF A CODE OF CONDUCT:

This Code of Conduct will outline NRFC's expectations for all those who participate in our community, as well as the consequences for actions that do not abide with the Code of Conduct, as defined in this document.

NRFC would prefer to live in a society where we do not need Codes of Conduct. However, Codes of Conduct are essential to establish spaces that are different from – and more inclusive than – general society. If you don't set up your own rules, you implicitly endorse those prevalent in society – including the unwritten ones – many of which we recognize as unfair to many people. When privileges are not explicitly addressed by the ethos of a space, the burden of education will often be placed upon the people who are living the oppressions. Moreover, since we still perform – consciously or unconsciously – behaviors that have oppressive potential (i.e. patriarchal, racist, sexist, capitalist, (neo)colonialist, etc.), it is essential to reflect on our privileges and on the ways in which they have an impact on our lives and the lives of others. A code of conduct can help do just that: to bring awareness, consciousness, reflexivity and ultimately change.

CODE OF CONDUCT EXPECTATIONS OF PLAYERS

NRFC Values

1. Promote the reputation of NRFC and take all possible steps to prevent our organization from being brought into disrepute.
2. Attempt collaboration before conflict.

Personal Safety

3. Not use foul or abusive language or gestures toward league, game officials, players, managers, and/or spectators.
4. Not take any action which is likely to intimidate, offend, insult, humiliate, or discriminate against participants, league, game officials, and/or spectators based on sexual orientation, gender, gender identity, race, disability, age, religious or political belief, ethnic origin, social background, language, marital status or civil partnership status.
5. Not possess weapons during league play or NRFC-sponsored events.
6. Not act in a way that creates an unsafe environment for themselves or others during league play or events, including being intoxicated.
7. Respect the physical personal space and boundaries of players and managers on and off the field.

Sportspersonship / Fair Play

8. Follow the policies and expectations of all venues at which NRFC soccer or events are held.
9. Recognize and appreciate the efforts made by managers, officials, and the NRFC Board in providing the opportunity for you to play the game and enjoy the sporting environment.
10. Ensure that the game is played and conducted in accordance with disciplined and sporting behavior and acknowledge that it is not sufficient to rely solely upon managers and/or officials to maintain those principles.
11. Not repeatedly breach the laws of the game.
12. Accept and observe the authority and decisions of officials and all other NRFC Board Members.
13. Play for fun and enjoyment.
14. Learn and play by the rules.
15. Recognize and applaud all good play.
16. Be a good sport – win with modesty, lose with dignity.
17. Cooperate with managers, officials, teammates, and opponents.
18. Any individual ejected from a game, by the facility or ref, could possibly be suspended beyond the facility suspension, if the manager feels it is appropriate.

FAILURE TO ABIDE BY CODE OF CONDUCT FOR PLAYERS

Player Expulsion

The following section details the sequence and process that would take place, ultimately resulting in player expulsion from any NRFC-affiliated teams or events.

1. Player receives a manager warning. Manager informs the NRFC Board via text or email within 30 days of the incident.
2. If violated again, the NRFC Board reaches out to the player to acknowledge a 90-day probation period with the club.
3. If a player has another reported incident--from any NRFC member or manager--they will no longer be able to participate as a member in the club.

Player return to play

The following section details the sequence of actions that would be required of players to appeal their expulsion and return as a player and member of NRFC-affiliated teams and/or events:

1. Manager recommendation on behalf of the player.
2. Player submits a letter of apology to the NRFC team they want to come back to.
3. Documented team signoff: every rostered player needs to have signed the letter of apology from the player wanting to come back.
4. NRFC Board reviews event(s) along with collateral (manager recommendation, player apology letter, documented team signoff).
5. A majority Board votes to allow the player to return as a NRFC member/player.
6. If the player is allowed to return as a NRFC member/player, they will sign the NRFC Code of Conduct Acknowledgement Form.

CODE OF CONDUCT EXPECTATIONS OF MANAGERS

1. Consider the wellbeing and safety of participants before the development of performance.
2. Develop an appropriate working relationship with players, based on mutual trust and respect.
3. Make sure all activities are appropriate to the age, ability, and experience of those taking part.
4. Promote the positive aspects of the sport (e.g., fair play).
5. Display consistently high standards of behavior.
6. Never exert undue influence over performers to obtain personal benefit or reward.
7. Never condone rule violations, rough play, or the use of prohibited substances.
8. Encourage participants to value their performances and not just results.
9. Encourage and guide participants to accept responsibility for their own performance and behavior.

10. Not take any action which is likely to intimidate, offend, insult, humiliate, or discriminate against participants, league, game officials, and/or spectators based on sexual orientation, gender, gender identity, race, disability, age, religious or political belief, ethnic origin, social background, language, marital status or civil partnership status.
11. When dealing with money for team funds, make all transactions with integrity and transparency.

FAILURE TO ABIDE BY CODE OF CONDUCT FOR MANAGERS:

Any reports of misconduct will be reviewed by the NRFC Board on a case-by-case basis to determine next steps.

Those who witness acts in violation of the NRFC Code of Conduct should take steps to intervene if it is safe to do so. Violations should be reported immediately to the team manager or an NRFC Board Member. All reports will be promptly and appropriately investigated.

Violations of the Code may result in sanctions up to and including suspension/expulsion from the NRFC.

I acknowledge that I have read and understand the guidelines as stated in the **NetRippers Football Club (NRFC) Code of Conduct Acknowledgement Form**. By signing this form, I agree to abide by the aforementioned guidelines.

Signature

Date

At the time of this signing, I am a (mark all that apply):

- Player
- Manager