

Code of Conduct & Ethics

This Code of Conduct & Ethics outlines the expectations for all players, officials, coaches, parents, spectators, and stakeholders affiliated with Professionals Sports Academy Canada (PSA Canada). It is intended to ensure a respectful, inclusive, and safe environment consistent with the core values of Canada Soccer and Ontario Soccer.

1. Definitions

This section defines key terms such as Officials, Staff, Team Personnel, and Athletes. Officials include any person performing an activity for PSA Canada, including coaches, referees, and administrators.

2. Purpose

The purpose of this Code is to promote a safe and positive environment by setting clear standards for appropriate behavior in all PSA Canada activities.

3. Application of this Code

This Code applies to all players, staff, members, officials, parents, and volunteers affiliated with PSA Canada.

4. Responsibilities

All parties are expected to comply with all PSA Canada, Ontario Soccer, and Canada Soccer policies, to work collaboratively, resolve conflicts professionally, and uphold fairness, equality, and respect for all individuals regardless of background.

4.1 Integrity in Sport

All members must abstain from doping, excessive alcohol, bribery, and betting. They must respect sanctions, maintain confidentiality, and act with honesty and transparency.

4.2 Harassment

Harassment, bullying, discrimination, or abuse will not be tolerated. This includes verbal abuse, unwelcome jokes or advances, and any conduct that creates a hostile environment.

4.3 Child Protection & Rule of Two

PSA Canada is committed to protecting all children and youth participating in its programs. The organization maintains a zero-tolerance policy toward abuse, neglect, harassment, or exploitation of any kind.

All interactions between adults and minors must adhere to appropriate boundaries. Private one-on-one situations are to be avoided whenever possible. PSA Canada follows the “Rule of Two” principle, ensuring that at least two screened and certified adults are present with athletes in all training, competition, and travel environments.

Electronic communication with minors must be transparent and include parents/guardians whenever possible.

Mandatory Reporting of Child Abuse

Any suspicion, allegation, or disclosure of child abuse, neglect, exploitation, or misconduct involving a minor must be reported immediately to:

- Local law enforcement authorities (e.g., Peel Regional Police), and/or
- The appropriate Child Protection Agency (e.g., Children’s Aid Society),

in accordance with Ontario’s Child, Youth and Family Services Act.

Reporting internally to PSA Canada, Ontario Soccer, or Canada Soccer does not replace the legal duty to report directly to law enforcement or child protection authorities.

All staff, coaches, volunteers, and directors have a mandatory legal obligation to report suspected child abuse without delay.

5. Additional Responsibilities

PSA Canada Directors and Committee Members must conduct themselves ethically, understand their duties, and maintain confidentiality.

5.1 Team Personnel

Team personnel must promote athlete safety and holistic development, respect confidentiality, avoid conflicts of interest, and refrain from inappropriate relationships or conduct.

5.2 Athletes

Athletes must arrive prepared, adhere to rules, avoid unsportsmanlike behavior, and report injuries promptly.

5.3 Match Officials

Officials must follow professional standards, avoid conflicts of interest, maintain fitness, and report any match manipulation.

5.4 Spectators and Parents

Spectators must respect referees, coaches, and players. They should avoid entering competition areas and maintain a supportive environment.

6. Duty of Disclosure, Reporting, and Cooperation

Violations of this Code must be reported. Reports can be anonymous. Retaliation will not be tolerated. All parties must cooperate fully with investigations.

Reports may also be submitted directly to Ontario Soccer or Canada Soccer in accordance with their independent safe sport reporting mechanisms.

Nothing in this policy supersedes the obligation to report suspected child abuse directly to law enforcement or child protection authorities.

7. Coming Into Force

This Code comes into force upon its approval by the PSA Canada Board of Directors and will be reviewed annually.

Guidelines for Appropriate and Inappropriate Conduct Between Adults and Children

Appropriate Conduct Includes:

- Always following the Rule of Two
- Maintaining professional boundaries
- Communicating through approved channels
- Providing instruction in open and observable environments
- Respectful, non-discriminatory interaction

Inappropriate Conduct Includes:

- Being alone with a child in a private setting
- Physical contact without necessity
- Communication of a personal or inappropriate nature
- Social media private messaging
- Any form of emotional, verbal, physical, or sexual misconduct.

Any breach of these guidelines will result in disciplinary action and may be reported to Ontario Soccer or relevant authorities.

(v1.0 – 2025)

