

# Ottawa South United Soccer



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## Player Policies

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### **Playing Out Policy**

A youth competitive player registered with OSU shall under no circumstances play, train or practice with another youth club, soccer camp or program. This may include exhibition games, practice matches, tournaments, league games, training programs or camps.

It is the responsibility of the parent / players to communicate with their coordinator or club if there is any uncertainty. Players who do not adhere to this policy will be suspended from team activities.

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### **Competitive Guidelines & Policies**

In an effort to preserve our reputation as one of the most respected clubs in Ottawa and Ontario we have developed the following guidelines, which must be strictly followed by all team members for practices, games and tournaments.

### **PLAYING OUT / PRACTICING OUT / TRAINING OUT POLICY**

A youth academy or competitive player registered with OSU shall under no circumstances play / practice or train with another Club, soccer camp, or program provider , whether this involves exhibition games, practice matches, tournaments, league games, training programs or camps. It is the responsibility of the parent / players to communicate with their coordinator or club if there is any uncertainty. Players that do not abide by this policy will be subject to sanctions and discipline.

### **Practices**

- Players must arrive at the field 15 minutes prior to practice time ready to start.
- Players must practice in the Nike practice uniform (white shirt, black shorts, white socks, and in cold weather the club approved Nike tracksuit).
- Players must come with a properly inflated NIKE soccer ball.
- Players **must** wear shin-guards.
- Players must bring plenty of water.
- If a player must arrive late or leave a practice early, the coach must be notified in advance.

- If player needs to miss a practice, notification must be made to the COACH. Practice must be made up wherever possible with another team as directed by the coach.

- Players are allowed to practice with other teams in the club (check with both coaches first).

- Parents are not allowed to step on the field to talk to the coach or the players. In case of emergency, parent must talk to the manager to summon the coach to the sideline.



### **Games and Local Tournaments**

- Players must arrive at the game field from 45 minutes to 1 hour before the game.

- Players must warm up in their practice T-shirts and then change into their game jerseys. MANDATORY FOR FORCE LEVEL U12 TEAMS AND ABOVE - OPTIONAL FOR U9 - U11 TEAMS

- Players must only warm up with their teammates and coaches.

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## Player & Participant Policies

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### **24 Hour Rule**

The 24 hour rule is a standard our club has put into play to prevent discussions regarding playing time, positions, tactics, or general decision making immediately following a game.

It's essentially a **cool off period** that removes emotion from the conversation which allows both parties to collect their thoughts prior to speaking about the events. The worst thing a parent can do is storm across a field after a game or seek out the coach in the parking lot to discuss sensitive topics, typically right in front of their child.

It is just as bad for coaches to deflect these types of conversations entirely, because they can be very constructive and help parents understand your point of view. After all, the parents truly care about the development of their child within the team, and if they are not getting playing time and paying for your expertise, coaches need to explain why.

**Parents:** If you are concerned about the playing time in games of your child, please consider the following before contacting your coach.

1. Game time is not nearly as important as practice time. That may sound completely crazy, because in games you see the results of training and play is typically at a higher rate, but it is true. Well planned out training sessions develop players faster, and challenge players consistently. As players age, U16 and above training sessions should be at a minimum of a 3:1 ratio to games (although it rarely happens). Preparation and learning is so important and that is developed in training.

2. Playing time fluctuates game to game for a variety of reasons. Injury, nutrition, conditioning, roster size, tactics, opponent skill level, missed training sessions, and game day form (just didn't have it) are just a few examples that affect playing time. Coaches balance so many of these factors on weekends and it is not always difficult to manage playing time from game to game.

3. Where does my kid fit in with team? This is a hard question to ask yourself, and as parents, it is generally a little more positive than the coach believes. A good exercise for this is to think of the team in tiers (there should be 3 or 4 within a group) and which tier does my child fit into? Also think of his/her role: are they a central

player or outside player? Who are the players on the team that also play that position?



After thinking about that for a 24 hour period, email your coach and just let them know you would like to speak about your child and specifically what it is regarding. This is much preferred method over the random phone call (that a good coach sees coming) so that the coach can collect his/her thoughts and provide an in depth conversation.

**Coaches:** Be open to these conversations and communicate with your parents as needed. Yes, we all have that one parent that calls every week, but good communication and perspective, as well as addressing the team as a whole can limit some of the extra phone calls coaches receive. I write a team newsletter every week to give the parents some insight into my coaching

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## **Code of Conduct**

**OSU has prepared a code of conduct for each of the three major stakeholders in the game — parents, players and coaches.**

It is intended to honor the club constitution and help us provide a positive and respectful learning environment for all participants. OSU is committed in developing the players character as resourceful and responsible members of their community through the game of soccer, as well as their physical, social, and leadership development.

### **Player Code of Conduct**

#### **As a Player, I will:**

1. Train and play to the best of my ability;
2. Win without boasting; Accept defeat with dignity and class
3. Have a positive attitude and never quit;
4. Respect officials and accept their decisions without question;
5. Only give encouragement to my fellow teammates;
6. Exemplify sportsmanship;
7. Attend and be prompt to all games and practices;
8. Respect myself, my coach, teammates and opponents;
9. Learn and obey the laws of the game;
10. Notify the coach or team manager if I will be tardy for or unable to attend a game, training session, or team meeting;
11. Immediately report any injury to my coach;
12. Learn the rules, policies and procedures of the Team and Club.

#### **I will never:**

1. Engage in dissent directed toward an official;

2. Leave a game field or training session without the permission of my coach;
3. Use a controlled substance (drugs) unless prescribed by a physician;
4. Participate in excessive and irresponsible horseplay;
5. Make excuses if my team loses a game;
6. Use profane or vulgar language;
7. Use alcohol or drugs
8. Forget that I represent the OTTAWA SOUTH UNITED S.A



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## **General Team & Club Policies**

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### **Harassment Policy**

Ottawa South United Soccer Club has made available the OSA Harassment Policy to all volunteers and accepted

Please click on the link below:

<http://www.ontariosoccer.net/governing-documents-screening-harassment>

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### **Child Protection Policy**

As a soccer club primarily focused on delivering soccer programs to children, we must always, as coaches, coordinators and/or staff, be attentive and ensure that the environment is safe and supportive to their needs. As such, the Ottawa South United Soccer Association (OSU) expects all those directly involved with children in soccer, to always be and present a positive and ethical representation of themselves and OSU, and to always take into account children's safety. As such, and on behalf of the OSU Board of Directors, the following child protection policy must be adhered to at all times.

A Coach/Coordinator/Staff, must not:

1. Engage directly with children through the phone or social media channels such as: email, Facebook, Instagram, Snapchat, texting, etc. Should such communications to players be necessary it MUST always be directed to or indirectly (CC) via the parent/guardian. Club and team-based group communication sites such as TeamSnap are to be utilized whenever possible;
2. Participate in any direct meeting with an individual player that is not done in the presence of another adult such as the team manager, assistant coach and/or the player's parent or guardian. Ad-hoc direct feedback before, during or post

games/practice scenarios is encouraged but must always be done at the training ground or similar venues within in a visible setting;



3. Be alone with a child in a non-visible place and/or enclosed space, such as a car, change room or similar at any time;
4. Provide transportation to and from practices, tournaments, festivals and games to children unless accompanied by the player's guardian and/or parent;
5. Leave children alone after a game or practice if their parent/guardian has not arrived to pick them up. In such cases the Coach and or Team Manager must remain with child in a visible place until the player is picked up;
6. Conduct practices alone with a children's team. Make sure you are in a visible place and that there are parents/guardians and or other adults present in the direct vicinity;
7. Use profanity, swearing, ridicule or violence towards a child.

Given your important role at OSU and your interaction with OSU players, parents and families, your attention to the above is required and is appreciated. If at any time you are faced with a "grey" situation, take the side of caution or seek guidance from the club General Manager, as even the most innocent type of situations can lead to unwanted challenges and misunderstandings. The core essence of this framework is to put the child's safety and wellbeing first and never put yourself in a situation where you are alone with a child whether in a physical space or via direct communication channels.

As a coach / team official, you must also be aware and keep all requirements as part of Ontario Soccer up to date. Please reference this links for more information:

- [Respect in Soccer Program](#)
- [Protecting Children & Youth in Sport](#)

Let's all help make sport a positive and memorable experience!

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## **Anti-Bullying Policy**

Bullying has become a major issue in today's society. Whether it is at school or on the soccer field, bullying is an issue that needs to be addressed. Ottawa South United recognizes the seriousness of bullying and wants to bring this issue to the forefront of the clubs policy. As a major community club within Ottawa, OSU is set on implementing a progressive policy that will aim to prevent bullying and make for a better overall environment on and off the field for our players.

Bullying is defined as unwanted, aggressive behavior among children and youth that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Both kids who are bullied and who bully others may have serious, lasting problems. A safe and inclusive learning environment in our club is critical for our players to achieve success. Parents and players must be confident in knowing that our club environment is free from harassment, violence, intolerance and intimidation, all of which are forms of bullying. OSU would like to make bullying aware to all of our players and coaches. The aim is to properly educate our coaches about bullying so that they are aware of it and can reiterate it to the players.



## **OSU Code of Conduct**

Ottawa South United's code of conduct describes the positive behaviors expected of the clubs player's coaches and parents. The code of conduct applies to all, sets standards for behavior, and covers a focused set of expected positive behaviors. Along with our Code of Conduct we expect all our players to adhere to this Anti-Bully Policy.

## **Coach Education**

Ottawa South United will make all of our coaches aware of this Anti-Bullying policy. Our coaches will be trained on how to be more aware about bullying and so they can reiterate that awareness to their players. We will expect our coaches to employ preventative measures so that bullying is not an issue for any of our players. If cases of bullying do arise we have a conflicts and resolution protocol (see below).

## **Conflict and Resolution Protocol**

### **Conflict Procedure**

1. Report bullying incidents to the coach, manager, coordinator or a member of the executive.
2. Coach/adult needs to contact the executive immediately.
3. Parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. If mediation fails and the bullying is seen to continue the club will initiate disciplinary action.

## **Recommended Actions for Resolution**

If OSU coaches decide it is appropriate for the parties involved to deal with the situation they should follow the procedure outlined below.



1. Reconciliation by getting the parties together. It may be that a genuine apology solves the problem.
2. If this fails/not appropriate coach(es) of the team should meet with the parent and child alleging bullying to get details of the allegation. Minutes should be taken for clarity.
3. The coach(es) should meet with the alleged bully and parent/s and put the incident raised to them to answer and give their view of the allegation. Minutes should again be taken.
4. The coach(es) should talk to anyone else that may have been involved to gather additional information; again, minutes should be taken.
5. If bullying has in their view taken place the athletes should be warned and put on notice of further action. Consideration should be given as to whether a reconciliation meeting between parties is appropriate at this time.
6. All other coaches involved with both athletes should be made aware of the concerns and outcome of the process i.e. the warning. Ottawa South United's Anti-Bullying Policy is in line with Bill 14 of the Anti-Bullying Act, 2012 from the Legislative Assembly of Ontario.

[http://www.ontla.on.ca/web/bills/bills\\_detail.do?locale=en&Intranet=&BillID=2550](http://www.ontla.on.ca/web/bills/bills_detail.do?locale=en&Intranet=&BillID=2550)

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## **Abusive Behaviour**

### **ZERO TOLERANCE for Abusive Behaviour**

It is the policy of the Ottawa South United S.A to strive to protect its employees, board members, volunteers, coaches, and players from intimidating, demeaning or abusive behavior that is contrary to positive encounters or a healthy environment.

**As a result, action will be taken for any abusive encounter not conducive to treating people with courtesy, dignity and respect.**

Those who feel that they have been subjected to any abusive behavior or who witness behavior they are uncomfortable dealing with directly, are requested to report the incident immediately to one of the following:

- Club General Manager
- Any Board Member

All incidents will be promptly investigated. Based upon the results, appropriate action may be taken. Anyone interested in anonymously reporting an incident he/she either experienced or witnessed, may email the following information on the Club:

- Location of incident
- Detailed description of incident
- Names of individuals involved
- When incident took place If anyone experiences abusive behavior from members, or other persons, report the incident directly to one of the persons listed above.



Nothing in this policy precludes the club or the clubs board of directors from taking more serious action if the particular incident warrants such. Harmful, Damaging Behaviors to be Avoided:

- Disrespectful treatment
  - Raised voices, yelling, angry verbalizations, angry gestures, foul language
  - Intimidation, coercing
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