



Football New Brunswick Athlete Code of Conduct

Football New Brunswick is a community of volunteers, staff, athletes and associated professionals who are engaged in and support personal growth, teaching, learning and respect within environment of regional and provincial sporting communities. Football New Brunswick's High Performance Athletes are not only representatives of their sport but are considered ambassadors of Football New Brunswick and the province and community they reside in. In all three roles, they are expected to display exemplary conduct which reflects the privileged position that they occupy. High performance athletes are defined as a athlete who has been selected to be a member Football New Brunswick's High Performance Program.

This policy, which was developed in consultation with Football New Brunswick's Board of Directors and the Tackle Committee - High performance Committee, describes the rights and responsibilities of athletes representing Football New Brunswick with regard to individual conduct. The Policy identifies conduct which would jeopardize the orderly functioning of Football New Brunswick, and/or the health, safety, human rights or property of its members, and includes the range of sanctions which may be applied for infractions. It also includes an appeal process where sanctions have been imposed.

In addition to this Policy, High Performance Athletes are subject to the particular requirements of the Athlete Code of Conduct ("the Code"). Infractions may result in sanctions or discipline under either or both the Policy and/or the Code.

Notwithstanding the above, athletes are also required to abide by the specific rules of sporting associations, where these do not conflict with the Policy or the Code.

SCOPE of the Policy and Code

The Policy and the Code apply to the conduct of High Performance Athletes while representing Football New Brunswick when acting as delegates or designated representatives of the organization, as members of a team at FNB events or gathered as a community where the collective whole of FNB is being represented.

The Policy and/or the Code will always apply when a athlete is alleged to have engaged in misconduct while wearing the uniform and/or accoutrements of their team or sport, regardless of the location or time in which the problematic conduct is exhibited.

VIOLATIONS of the Policy And / Or Code

Athletes alleged to have violated the Code which is covered or not covered under the Policy will be addressed, in the first instance, by the Head Coach and/or with Football New Brunswick of in consultation with his/her delegate. Where there are questions about the application of the Code of Conduct and/or related policies, they shall be determined in consultation with the Executive Director and the President of Football New Brunswick (or delegate).

Note: Any athlete who is alleged to have violated the Policy and/or the Code will be subject to the requirements of the Policy and/or the Code regardless of concurrent action or inaction by civil or criminal authorities.



SANCTIONS for Violations of the Athlete Code of Conduct

Appropriate sanctions for violations of the Code include, but are not limited to:

- a letter of reprimand by the coach copied to the Executive Director of FNB and/or
- suspension of the individual or team for one or more practices and/or
- suspension of the individual or team for one or more competitions and/or
- suspension of the individual or team for an entire season

Note: Because of the time sensitive nature of the program, every effort will be made to render a decision before the team's next competition.

Appeals:

A sanction imposed under the Code and/or under the Policy may be appealed in accordance with the procedures outlined under the Policy for appeals. The grounds for appeal are those set out in the Policy.

CODE OF CONDUCT FOR HIGH PERFORMANCE ATHLETES

Football New Brunswick

Participation in High Performance programs is a privilege, and not a right. Expectations for conduct of athletes, in addition to those set out in the Policy applicable to all High Performance Athletes of the Football New Brunswick are as follows:

PLAYERS WILL ADBIDE TO:

RESPECT FOR OTHERS

The principle of respect challenges members to act in a manner respectful of the dignity of all participants in sport regardless of their connection to the sport. Fundamental to this principle is the basic assumption that each person has value and is worthy of respect.

RESPONSIBLE ACTION

The principle of responsible action carries the basic ethical expectation that the activities of members will benefit society in general and participants in particular, and will do no harm. Fundamental to the implementation of this principle is the notion that each member is responsible and the consequences of their actions or inactions.

INTEGRITY

Integrity means that members are expected to be honest, sincere, and honourable in their relationships with others. Acting on these values is most possible when members possess a high degree of self-awareness and the ability to reflect critically on how their perspectives influence their interactions with others.



HONOURING SPORT

The principle of honouring sport in general, and football in particular, challenges members to recognize, act on, and promote the value of football for individuals and teams, and for society in general.

A) General Behaviour

1. Athletes are expected to separate themselves from any conduct that might be considered unsporting or that might bring their own reputation, the reputation of the team, FNB or their sport into disrepute. Examples of unsporting behaviour include participation in any form of hazing, or any initiation rite which would be considered demeaning, humiliating or disrespectful as measured by the standard of the reasonable person. (Participation will be deemed to include passive participation or failure to act to end such behaviour by others where one reasonably knew or ought to have known it was taking place.).
2. Athletes are expected to treat everyone with courtesy and respect within the context of their sport, regardless of gender, place or origin, colour or ethnicity, religion, political belief or economic status. This requirement prohibits any form of harassment or discrimination by an athlete.
3. Athletes must abide by the rules and regulations of their sport, as set out by FNB, Football Canada and the sport governing bodies. Athletes who perceive any conflict between the High Performance Coach & Player Selection Policy (HPC&PS) and/or the Code, and the requirements of the rules and regulations of their sport, must immediately seek clarification from their Head Coach.
4. Athletes are expected to abstain from the use of anabolic steroids or other illegal performance enhancing drugs and techniques (e.g., blood doping), as are outlined by the Centre for Ethics in Sport. Athletes who engage in or observe the use of such substances or techniques by another athlete are required to report the conduct to the Head Coach and/or Executive Director immediately. All athletes will attend and complete team approved training and education sessions on banned substances.
5. Smoking, Vapour and Smokeless Tobacco: Smoking is detrimental to your ability to perform, and therefore hinders both you and your team, in addition to your personal health. Smoking is not an acceptable activity for athletes who wish to represent FNB.
6. Alcohol and Drug Use: The use of alcohol, cannabis or drugs in a non-medical fashion will not be tolerated under any circumstances, and will result in immediate dismissal from the team. Reinstatement to the team will be at the discretion of the Head Coach in consultation with Football NB. Athletes are expected to avoid the illegal use of “recreational” drugs (e.g. Marijuana, cocaine, hashish) as well as the any consumption of alcohol. High Performance Athletes are expected to refrain from participating in any manner with alcohol or illicit drugs.



7. Athletes are expected to avoid any negative interaction or conflict with members of opposing team except as they occur in the actual course of competition and which constitute, on behalf of their teams, the legitimate expression of the competitive spirit of their team or team members.
8. Athletes are expected to exhibit conduct at all times which complements or adds to the FNB's reputation.
9. Athletes will attend all practices as outlined by the coaching staff. Skipping or missing practices will result in forfeiture of position on the team, unless deemed an emergency by the Head Coach.
10. Athletes will follow all team rules and responsibilities as presented by Football New Brunswick and/or Team Staff.
11. Athletes are expected to devote themselves to their team throughout the year, during the entire training period for their sport. They are to bring to the attention of their coach any conflicts or problems which they foresee might reasonably interfere with the fulfillment of the above expectations.

B) Social Media

As leaders, you have the responsibility to portray your team, Football New Brunswick and yourselves in a positive manner at all times. Sometimes this means doing things that are an inconvenience to you, but benefit the whole team. Facebook, Twitter and other social media sites have increased in popularity globally, and are used by the majority of athletes in our province in one form or another. Athletes should be aware that third parties - - including the media, schools, future employers and universities - - could easily access your profiles and view all personal information. This includes all pictures, videos, comments and posters. Inappropriate material found by third parties affects the perception of the student-athlete, and Football New Brunswick. This can also be detrimental to an athlete's future employment options, whether in professional sports or in other industries.

Examples of inappropriate and offensive behaviors concerning participation in online communities may include depictions or presentations of the following:

1. Photos, videos, comments or posters showing the personal use of alcohol, cannabis drugs and tobacco.
2. Photos, videos, and comments that are of a sexual nature. This includes links to websites of a pornographic nature and other inappropriate material.
3. Pictures, videos, comments or posters that condone drug-related activity. This includes but is not limited to images that portray the personal use of marijuana and drug paraphernalia.
4. Content online that is unsportsmanlike, derogatory, demeaning or threatening toward any other individual or entity (examples: derogatory comments regarding another team;



taunting comments aimed at an athlete, coach, the team, or at another team, and derogatory comments against race and/or gender).

5. No posts should depict or encourage unacceptable, violent or illegal activities (examples: hazing, sexual harassment/assault, gambling, discrimination, fighting, vandalism, academic dishonesty, underage drinking, and illegal drug use).
6. Information that is sensitive or personal in nature or is proprietary to Football New Brunswick, which is not public information (examples: tentative or future team schedules, athlete injuries and eligibility status, travel plans/itineraries or information).

FNB's social media policy will also apply to all players, family members and friends of FNB programs.

C) Appearance and Dress Code

1. Team members should present a neat appearance at all functions pertaining to their activity. As a team FNB may choose to establish particular dress codes for various functions (away games, out-of-town trips, banquets, tournaments, etc.).
2. Uniforms/Equipment: All participants have a personal responsibility to properly care for any uniform or equipment item issued to them. This includes a neat and orderly appearance for all games, competitions, and performances, as well as the immediate return of all uniform/equipment items issued.
3. Players must maintain certain appearances while representing Football New Brunswick. Our teams are expected to represent themselves in a professional manner on and off the field. The following off field team policies will apply to all teams.
 - Leave no trace – all players and coaches must ensure the field, change rooms, classrooms, buses, residences etc. are maintained and cleaned after use.
 - Dress codes – Team NB clothing is to be worn at all games and Football Canada events.
 - Players are to wear Team NB shorts when practice allows them to wear shorts.
 - Team Dining – All players and staff are to remove their hats while eating, the team arrives and leaves together and coaches are to let all players get food before them.

D) General Commitment

1. Academics: Realizing that academics are the priority of Football New Brunswick, students are expected to maintain acceptable standards of academic achievement. It is understood by all that academic responsibilities include attendance, punctuality, cooperation, general behaviour, respect for teachers and fellow students, and a genuine effort on all homework assignments, tests, projects and examinations. Individuals struggling in a subject should seek extra help.
2. Jobs/Part-time employment: Students must realize the difficulty of making a serious commitment to both FNB activities and part-time employment. Priorities should be established, and if an individual chooses to work at a job which may interfere with practices or games, it is generally understood that this will hinder his/her responsibility



as a team member. Players devoting time to jobs in lieu of practice time cannot expect as much playing time or competition involvement. Their roles in that activity may be reduced or eliminated.

3. All participants have a personal responsibility for the immediate return of all uniform/equipment items issued. After a period of two weeks, if the uniforms have not been returned, notice will be given and no future participation will be possible until their delinquent accounts are satisfied. Where applicable, a forfeiture of deposit will occur.
4. Team Room/Activity Areas: Team rooms are the responsibility of users. These areas must be kept neat and orderly, and maintained in good condition. These designated areas are a privilege to use, and all participants must do their part to care for the team area. "Horseplay" or fooling around in team locker/shower areas is not allowed. Failure to comply with these rules may result in loss of personal privileges for these areas.
5. Practices: Team members must demonstrate a commitment to the program by attending practices. Athletes must realize the importance of game preparation. Failure to attend practices or games, without just cause, may mean loss of player status within the team structure. Regular practice attendance includes being on time and assisting with equipment needs.
6. Fundraising: Team members must demonstrate commitment, dedication and professionalism to the program by attending fundraising events. Failure to participate in fundraising, without just cause, may mean loss of player status within the team structure. All athletes are required to fundraise as outlined by the team.
7. Overlapping Sport Seasons: Individuals who choose to participate in overlapping sports must realize that their prime commitment lies with the team in season. Any participation in the second sport while the first is continuing may only be done with the permission of the coach of the "in" season sport. All athletes in general should not attempt to undertake too many activities.
8. Playing time: Over the past few years, this has become a very contentious issue. Playing time is issued at the discretion of the coach. The coaches make every attempt to ensure that all players get playing time, but there are games (especially national tournaments) where some players do not play or get limited playing time. If this is a problem to you, meet with the coach to discuss your concerns in a non threatening, professional manner.
9. Parent line of Communication: Should be Head Coach and/or the High Performance Director for sport related issues.
10. Participation on teams with coinciding season is not permissible. Football New Brunswick has a well-defined high performance program sport year. See your coach or High Performance Director if you have questions.

E) Athletic Fee's



1. There is a tremendous cost of running these high performance programs and a athletic fee will be required to attend any camp, combines, try outs, games, tournaments etc. Football New Brunswick, despite its fundraising efforts, operates a athlete driven budget. All team fee's must be paid in full as required by payment schedule.
2. Refunds: See [FNB Refund Policy](#)

F) Medical

1. Medical information such as Medicare number, illnesses, allergies and current and past injuries will be required to be disclosed and appropriate forms to be completed.

G) Travel

1. Travel to and from team functions, events, games or practices: Players are not permitted to transport other players to and from team functions, events, games or practices.
2. Parents/Guardians wishing to assist in transportation of players other than their own child (ren) must provide valid drivers licence, insurance and motor vehicle inspection. Parents/Guardians are required to register with the Team Manager.
3. The Head Coach will discuss team travel plans at the parent information session.

H) Parent Participation

1. Parents who attend their child's games are encouraged to support our Code of Conduct. While attending games and supporting your children, parent behaviour should be in line with the expectations we have in the code of conduct for our athletes.
2. Parents are encouraged to read team rules and regulations, including playing time, and to attend the Coach and Parent Information Session. While every attempt is made in most games to have every player play and to have the coaches make such attempts, it is not always possible.
3. If you have concerns or issues please contact the Head Coach and attempt to resolve this in a calm and unthreatening manner. If there is not resolution, please contact Football New Brunswick.
4. Parental support is greatly appreciated, as most teams require a lot of parental support to be successful. We encourage you to speak with the Team Manager if you can help.
5. Inappropriate behaviour by a parent/guardian will not be tolerated and may lead to player expulsion from program and team.



I) Informed Consent

1. Parent

I, _____ (print name) am a legal gaurdian for said athlete whom participates in Football New Brunswick's high performance programs. My signature below confirms that I have read the attached Athletes Code of Conduct and that I agree to abide by all of its conditions, expectations and requirements.

NAME _____ SIGNATURE _____

WITNESS AND DATE _____

2. Athlete

I, _____ (print name) am an athlete for Football New Brunswick. My signature below confirms that I have read the attached Athletes Code of Conduct and that I agree to abide by all of its conditions, expectations and requirements.

NAME _____ SIGNATURE _____

WITNESS AND DATE _____