



## Eastern Pennsylvania Youth Soccer Staff Member/Team Administrator Code of Conduct

*Any violation of this code of conduct may result in disciplinary action.*

### A Staff Member Will...

- Hold themselves to the highest standard of refereeing and **promote a positive and safe environment** for all participants.
- Make organizational decisions that **prioritize the well-being of participants** over the desire to win.
- **Treat all players, coaches, officials, peers, and fans with respect.** It is important to consider the effect of conduct, rather than relying only on the intent behind conduct.
- **Communicate with honesty and integrity**, while maintaining appropriate boundaries and following all state, league, and club standards for communication, including on social media.
- **Model inclusive behavior and encourage diversity while opposing all types of discrimination**, including, but not limited to, discrimination based on race, color, religion, national origin, citizenship, disability, age, sex, sexual orientation, gender identity, or veteran status.
- Ensure **appropriate meeting environments**, specifically related to time and location.
- Ensure, with the assistance of their coaches, clubs and state associations, the facilities, equipment, and **resources provided meet appropriate safety standards.**
- Ensure their organization has **emergency equipment, along with training and emergency action plans** they are prepared to execute in the interests of health and safety across all stakeholders.
- Understand and **act upon their mandatory reporting obligations**, reporting any suspected child abuse to law enforcement and to the [Center for SafeSport](#).
- **Self-report their behavior** to a supervisor if they violate the code of conduct or applicable prohibited conduct policies.
- Recognize their **responsibility to report when they witness a violation of the code of conduct**, or when they have reason to believe a violation is likely to have occurred.

### A Staff Member Will NOT...

- **Break policies** set forth by the [U.S. Soccer Federation](#), member organizations, leagues, or clubs. This includes all safeguarding policies such as the organization's prohibited conduct, the MAAPP, and the SafeSport Code.
- Verbally, physically, sexually, or emotionally **abuse, harass, or haze** any player, coach, parent, or peer.
- **Illegally use or possess drugs, alcohol, and tobacco** within soccer environments.
- **Meet one-on-one** with participants in a private setting.

- Engage in any conduct with a player or peer that could be reasonably construed as romantic or sexual, including, but not limited to, **pursuing or maintaining a romantic relationship** where a power imbalance exists.
- **Use derogatory, discriminatory, or profane language.**
- **Show favoritism** toward one team / player over another, but rather will treat all with equal dignity and compassion.
- **Accept any form of bribery** in exchange for unethical game management.