



ISC Code of Conduct

As an organization committed to the teaching and enjoyment of youth soccer, the Iowa Soccer Club (ISC) seeks to promote the highest standards of sportsmanship, decency, and positive behavior among its players, parents, coaches, and other club members. All club members are expected to demonstrate the principles in this Code of Conduct while engaging in activities related to the ISC.

Appropriate conduct assists the ISC in fulfilling its mission of developing each player to their full potential as a soccer player and as a person. ISC believes that inappropriate conduct interferes with the rightful expectation of a positive and supportive youth sports environment, or may even present a threat to the well-being of players, coaches, and other member families.

The purpose of the ISC Code of Conduct policy is to promote a positive youth sports environment, to provide evidence of ISC's commitment to the ethical and lawful conduct of its members, and to protect those who may report violations of the Code of Conduct policies. The Code of Conduct is intended to supplement, but not replace, any applicable state or federal laws regarding behavior.

ISC Player Code of Conduct

Players will conduct themselves in a manner fitting to their age level and maturity and with respect and consideration for the rights of their fellow players, coaches, officials, spectators and ISC members. All ISC players are expected to follow the standards of conduct described below.

- Maintain respect for the game of soccer by always showing courtesy to other ISC players, opposing players, referees, coaches, and spectators
- Practice and encourage fair play with all teammates, opposing players, referees, coaches, and spectators at every game, training session, and club event
- Refrain from any form of verbal or physical harassment, including taunting, belittling, insulting, or demeaning another ISC player, opposing player, referee, coach, or spectator
- Refrain from using foul or vulgar language
- Refrain from the use or possession of illegal drugs, alcohol, or, in the case of minors, tobacco products at any game, training session, or club event
- Never cross the line between physical play and reckless, malicious, or retaliatory play that could jeopardize the safety of another player
- Never engage in a physical confrontation with another ISC player, opposing player, coach, referee, or spectator
- Never engage in any form of physical, verbal, or emotional bullying of any ISC player, opposing player, referee, coach, or spectator. This includes social media and online postings. If an ISC player or family member becomes aware of such behavior, they are asked bring the matter to the attention of ISC staff or an ISC board member.
- Acknowledge and understand that all people, especially children and young people, have the rightful expectation to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs, or sexual orientation.

Players who fail to abide by this policy, may be subject to disciplinary measures including, removal from practice sessions and/or competitions, suspension from all ISC activities, or termination of ISC membership status.

ISC Parent/Family Member Code of Conduct

Parents and family members of ISC players are expected to support the ISC Player Code of Conduct, and conduct themselves in a manner that supports those principles. All ISC parents and family members are expected to follow the standards of conduct described below.

- Understand and support, both in your own behavior, and your interactions with your son or daughter, the ISC Player Code of Conduct
- Encourage good sportsmanship by demonstrating positive support for all players, coaches, referees, and spectators at every game, training session, and club event
- Refrain from coaching from the sideline at any game or training session
- Refrain from actions or behavior that will detract from the enjoyment of the game, either for the players, referees, coaches, or other spectators
- Refrain from arguing with, criticizing, or directing abusive or threatening language toward referees, coaches, or any players at any game or training session
- Refrain from entering the field of play at any game or training session, unless specifically asked to do so by an ISC coach or the referee in charge of that game
- Refrain from the use or possession of illegal drugs, alcohol, or, in the case of minors, tobacco products at any game, training session, or club event
- Never engage in any verbal or physical confrontation with any player, coach, referee, spectator, or league/tournament official
- Remain in good standing with ISC with respect to all fees or financial charges that are the responsibility of the member family
- Acknowledge and understand that all people, especially children and young people, have the rightful expectation to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs, or sexual orientation.

Parents or family members of ISC players who fail to abide by this policy, may be subject to disciplinary measures including, being asked to leave practice sessions or competitions, suspension from attending ISC activities, or termination of ISC membership status.

ISC Coaching Staff Code of Conduct

ISC coaches are expected to support the ISC Player Code of Conduct, and conduct themselves in a manner that supports those principles. All ISC coaches are expected to follow the standards of conduct described below.

- Understand and support, both in your own behavior, and your interactions with all ISC members, the ISC Player Code of Conduct
- Know and instruct players in accordance the official rules of the game of soccer
- Be an example of patience, sportsmanship, and positive spirit before, during, and after the game
- Show courtesy and respect to opposing teams before, during, and after the game
- Take the appropriate steps in a timely fashion to minimize running up the score in games you clearly dominate
- Teach each player, especially through personal example, to be humble in victory and courteous in defeat
- Refrain from arguing with or directing abusive or threatening language toward referees, coaches, spectators, or any players at any game or training session
- Refrain from the use or possession of illegal drugs, alcohol, or, in the case of minors, tobacco products at any game, training session, or club event
- Never engage in any verbal or physical confrontation with any player, coach, referee, spectator, or league/tournament official
- Understand and comply with the US Youth Soccer Code of Conduct and the protocols and procedures therein
- Acknowledge and understand that all people, especially children and young people, have the rightful expectation to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs, or sexual orientation.

ISC coaches who fail to abide by this policy, may be subject to disciplinary measures including, being asked to leave practice sessions or competitions, suspension from attending ISC activities, or termination of ISC employment status.

Anti-Harassment/Anti-Bullying Policy and Procedures

ISC prohibits harassment, bullying, or any other form of victimization of members based on any of the following actual or perceived traits or characteristics: age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental disability, ancestry, political affiliation, or socioeconomic status. This policy shall be in effect at all ISC-related activities, i.e. games, training sessions, or club events.

When considering the totality of the circumstances, harassment or bullying mean any physical, verbal, written, or on-line act or conduct toward another ISC club member which creates an objectively hostile or threatening environment that meets one or more of the following conditions:

- Places the member in reasonable fear or harm or threat to physical or mental well-being
- Has a substantially detrimental effect on the member's physical or mental health
- Has the effect of substantially interfering with the members ability to participate in, or benefit from, the training, competition, and other activities offered by the ISC

"On-line" means any communication via electronic mail, social media, cell phone, electronic text messaging, or similar technologies.

Harassment and bullying may include, but are not limited to, the following behaviors and circumstances:

- Demeaning remarks, comments, taunts, jokes, or condescending behavior intended to undermine self-esteem or diminish performance
- Words or actions which are known or should reasonably be known to be offensive, embarrassing, humiliating, demeaning or intimidating
- Any behavior that constitutes violence, where violence is defined as the exercise of physical force, that causes or could cause physical injury; an attempt to exercise physical force that could cause physical injury; or a statement or behavior that it is reasonable to interpret as a threat to exercise physical force
- Unreasonable interference with the ISC member's participation, or performance in club activities

Sexual harassment includes any unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, or any of the behaviors listed above when the acts, conduct, or remarks include content of an explicitly sexual nature.

Cases of harassment or bullying that meet the definition of sexual harassment, or where acts of physical violence are either threatened, or engaged in, will be treated with a "no tolerance" stance by the ISC. Perpetrators will be suspended from all ISC sanctioned activities immediately. Re-entry will be contingent upon the completion of an investigation of the incident by the ISC, and may include conditions for re-entry, as documented in the resolution of that investigation process.