

BCGECSS Executive Committee Code of Conduct

Preamble

This Code of Conduct is to assist Members of the Executive (Members) in carrying out their role and duties in a responsible manner. It is intended applied in a manner that is consistent with all applicable Federal and Provincial Laws, as well as the Constitution of the League, relevant BC Soccer Association rules respecting conduct, the common law and any other legal obligations which apply to members individually or as a collective board.

Value Statement

The BC Government Employees Co-ed Soccer Society (BCGECSS) was created to provide a unique, safe, recreational environment for members of the BC public service to play soccer. Foundational elements include non-aggressive play, gender balance, and a focus on public sector players. Members of the Executive (Members) are expected to uphold this value statement, along with the league's Constitution, and other policies of the society including this code of conduct.

CORE Principles [See Appendix One for More Detail – General Standards of Conduct]

1. *Integrity* – means being honest and demonstrating strong ethical principles. Conduct under this principle upholds the spirit of the league, is truthful and honourable.
2. *Respect* – means having due regard for others' perspectives, wishes and rights; it also means displaying deference to the spirit and constitution of the league, and the collective role of the Executive, and managers when assembled, in decision making for the league. Conduct under this principle is demonstrated when a member fosters an environment of trust by demonstrating due regard for the perspectives, wishes and rights of others and an understanding of the role of the league.
3. *Accountability* – means an obligation and willingness to accept responsibility or to account for one's actions. Conduct under this principle is demonstrated when board members, individually and collectively, accept responsibility for their actions and decisions.
4. *Leadership and Collaboration* – means an ability to lead, listen to, and positively influence others; it also means coming together to create or meet a common goal through collective efforts. Conduct under this principle is demonstrated when a board member encourages individuals to work together in pursuit of collective objectives by leading, listening to, and positively influencing others.

Standards of Conduct During Meetings

- Members should listen courteously and attentively to all discussions at the council/board meeting, and focus on the business at hand
- Members must make every effort to show up to all meetings on time and well prepared to take an active role in the business at hand.
- Members should always consider the impact that their choice of language may have on other individuals, regardless of the members' intent.
- Members must not interrupt each other during a meeting, including by talking over another person.
- Members must not engage in specific physical actions or language, such as shaking a fist, eye rolling, turning their back to people who are speaking, making faces, pointing aggressively, using curse words, using racist, sexist, trans/gender phobic or ageist slurs, or making comments about a person's appearance.
- Members must stop talking and pay attention when the chair is talking or seeking order.

BC Government Employees Co-ed Soccer Society (BCGECSS)

Appendix 1: General Standards of Conduct

CORE principles of this code of conduct, will be upheld by demonstrating behaviour that follows these practices:

Integrity

- Executive Members (members) will be truthful, honest, and open in all dealings, including those with other members, team managers, and players.
- Members will ensure that their actions are consistent with the shared principles and values collectively agreed to by the board.
- Members will follow through on their commitments, correct errors in a timely and transparent manner, and engage in positive communication about the league in the community.
- Members will direct their minds to the merits of the decisions before them, ensuring that they act on the basis of relevant information and principles and in consideration of the consequences of those decisions.
- Members will behave in a manner that promotes confidence in managers and players in all of their dealings.

Respect

- Members will treat league participants with dignity, understanding, and respect.
- Members will show consideration for every person's values, beliefs, experiences, and contributions to discussions.
- Members will demonstrate awareness of their own conduct, and consider how their words or actions may be, or may be perceived as, offensive or demeaning.
- Members will not engage in behaviour that is indecent, insulting or abusive. This behaviour includes verbal slurs such as racist remarks, unwanted physical contact, or other aggressive actions that are harmful or threatening.

Accountability

- Members will be responsible for the decisions that they make and be accountable for their own actions and the actions of the collective board.
- Members will listen to and consider the opinions and needs of league members in all decision-making and allow for appropriate opportunities for discourse and feedback.
- Members will carry out their duties in an open and transparent manner so that league members can understand the process and rationale used to reach decisions and the reasons for taking certain actions.

Leadership and Collaboration

- Members will behave in a manner that builds public trust and confidence in the league.
- Members will consider the issues before them and make decisions collectively. As such, they will actively participate in debate about the merits of a decision. Once a decision has been made, all members will recognize the democratic majority, ideally acknowledging its rationale, when articulating their opinions on a decision.
- Members will recognize that debate is an essential part of the democratic process and encourage constructive discourse while empowering other members to provide their perspectives on relevant issues.
- As leaders, members will calmly face challenges, and provide considered direction on issues they face as part of their roles and responsibilities while empowering their colleagues to do the same.
- Members will recognize, respect and value the distinct roles and responsibilities of others in helping administer the league and will foster a positive working relationship with other members, managers, and players.
- Members will recognize the importance of the role of the chair at meetings and treat that person with respect at all times.