



Team Personnel Code of Conduct & Ethics

Developing Skills. Achieving Goals. Strengthening Community.

Welcome to Forza Soccer Academy. This Code outlines the conduct and ethical responsibilities shared by coaches, team managers and other personnel supporting academy sessions, league play, sanctioned tournaments and other Forza activities.

Forza Soccer Academy is a non-profit youth soccer organization operating in Saskatoon and Regina. Founded by Technical Director Issa Dawoud, the academy supports athletes in developing soccer skills, building confidence and character, and cultivating a lifelong passion for the game.

Our values

Positive Energy: We bring a constructive, solutions-focused mindset to our work.

Perseverance: We model effort, resilience and consistency.

Passion & Purpose: We approach athlete development with focus, care and dedication.

Our shared responsibilities

Our relationships with athletes are foundational. All team personnel must help maintain an environment that is safe, inclusive, development-focused, respectful and supportive. Athlete rights, safety and well-being take priority, especially where there are differences in age, authority or dependency.

Team personnel work under the direction of the Technical Director, who is accountable to the Forza Soccer Academy Board of Directors. All personnel must follow applicable Forza policies and Saskatchewan Soccer Association and Canada Soccer standards.

Code of Conduct & Ethics

As a coach, manager or other Forza team personnel member, I agree to:

1. **Represent Forza positively:** Act as an ambassador for the academy and uphold its values with professionalism.
2. **Prioritize athlete safety:** Provide a safe environment and choose activities appropriate to athletes' age, ability and condition.
3. **Support long-term development:** Prepare and support athletes progressively; avoid harmful, excessive or inappropriate training methods.
4. **Communicate responsibly:** Provide relevant, timely information to athletes and families using appropriate communication channels.
5. **Act in athletes' best interests:** Support each athlete's development and well-being as both a player and a person.
6. **Show respect:** Treat athletes, families, officials, opponents and fellow personnel with dignity and respect.
7. **Maintain professional boundaries:** Avoid inappropriate or exploitative relationships and manage positions of authority responsibly; comply with safeguarding and Rule of Two policies.
8. **Promote a healthy environment:** Do not provide, promote or condone alcohol, tobacco or drugs in team settings.
9. **Respect the soccer community:** Maintain constructive relationships with other teams, clubs and organizations.

10. Present yourself professionally: Dress appropriately and use inclusive, respectful language and conduct.

Safeguarding, concerns and reporting

Team personnel must follow Forza's child protection, Rule of Two, reporting, harassment and discipline policies. Concerns about athlete safety, inappropriate conduct or possible violations must be reported promptly through the procedures established in those policies. Do not promise absolute confidentiality or attempt to investigate concerns independently.

For coaching and operational concerns, contact the Technical Director at issa@forzasocceracademy.ca. If a concern involves that contact or requires an alternative reporting route, use the reporting mechanisms described in Forza's applicable policies or the relevant governing-body process.

Forza policies and related reporting procedures: <https://www.forzasocceracademy.ca/codes-of-conduct-policies/>

Acknowledgement

By serving as Forza coaching or team personnel, I acknowledge that I am responsible for reading, understanding and following this Code and the related safeguarding policies. Forza may require a separate signed or electronic acknowledgement as part of personnel onboarding.

Thank you for the commitment, care and leadership you bring to Forza athletes and our community.