



Oakville Jaguars Soccer Academy

Oakville, ON | www.oakvillejaguars.com

Coach & Staff Code of Conduct

Policy Number	Version	Date Issued	Applies To
OJSA-SS003	1.0	2024	All Coaches, Team Officials & OJSA Staff

Coaches and staff at OJSA are entrusted with the development and well-being of players. This Code sets out the professional and ethical standards expected of all OJSA coaching and administrative personnel.

1. Athlete Well-Being First

- Prioritise the physical, emotional, and psychological well-being of every player above all else
- Never place winning above the health or safety of a player
- Identify and respond appropriately to signs of distress, injury, or safeguarding concerns

2. Respect & Professionalism

- Treat all players, parents, officials, and colleagues with respect and dignity
- Use positive, constructive feedback — never belittle, ridicule, or humiliate players
- Maintain professional boundaries with players at all times
- Refrain from using offensive, discriminatory, or abusive language

3. Safe Sport & Child Protection

- Complete all required screening (police background check, Respect in Sport) before working with players
- Follow OJSA's Rule of Two policy at all times
- Never be alone with a player in a private or unsupervised setting
- Report any safeguarding concerns immediately to OJSA management
- Refer to the OJSA Safe Sport Program for guidance on child protection obligations

4. Integrity

- Coach within the rules of the game and the spirit of fair play
- Declare any conflicts of interest to OJSA management
- Do not accept gifts or benefits that could influence your professional judgement
- Handle confidential player and family information with discretion

5. Communication

- Communicate with players and parents in a professional and timely manner
- Follow OJSA's Electronic Communication Policy — no private or personal messaging with players under 18
- All digital communication with minors must include a parent/guardian or second adult

6. Continuous Development

- Maintain all required coaching certifications as per Ontario Soccer requirements
- Pursue ongoing professional development
- Uphold the Responsible Coaching Movement principles

7. Consequences

Violations of this Code may result in disciplinary action up to and including termination of employment or volunteer role, and may be reported to Ontario Soccer or relevant authorities where required by law.