

TORONTO GAY FOOTBALL LEAGUE ETHICS POLICY

Purpose

The Ethics Policy identifies the behaviour/actions that has been defined as unacceptable and which can be reported and investigated as a possible ethics violation. It also defines the associated penalties should an offending member be found to be in violation of this Ethics Policy.

Amendments

The Ethics Policy may be amended or re-written by a majority vote of the Executive Committee members voting at any properly convened meeting, as provided in the Bylaws.

Effective Date

The Ethics Policy takes effect immediately.

Periods Covered

The Ethics Policy is in place throughout the current year that a member has paid his/her dues.

The Ethics Policy will continue to remain in effect in perpetuity.

The Ethics Policy covers inappropriate behaviour and actions even during off-season periods.

Individuals Affected

The Ethics Policy governs the behaviour and actions of all:

- Players
- Non-players
- Coaches
- Managers
- Executive Committee members
- Spectators
- Scorekeepers
- Referees
- Members Emeritus

League Functions

The Ethics Policy covers all league functions including:

- League games
- League practices
- League sponsored events
- Fundraisers

- After-game social events
- TGFL and NGFFL tournaments

Unethical Behaviour and Actions

Un-sportsman-like Conduct

Examples include, but are not limited to:

- Profanity or profane gestures
- Throwing objects
- Demeaning, prejudicial or racial comments
- Harassing behaviour
- Intimidating behaviour
- Unnecessary rough tactics
- Unwarranted comments/yelling
- Overly aggressive behaviour on the playing field
- Refusal to abide by an official's decision
- Appear in or around the playing area under the influence of alcohol or drugs
- Consume alcoholic beverages while the team is participating in a game.

Enforcement

The code of conduct committee, consisting of one (1) member of the leadership board and two (2) non-leadership board members, all in good standing, shall have jurisdiction over the enforcement of the Code of Conduct, to include investigating violations and issuing punishments within the TGFL organization.

Issuance of Punishment

When a member has been determined to be in violation of the Code of Conduct, the code of conduct committee shall be responsible for issuing a prompt and reasonable punishment.

Punishment may include, but is not limited to, suspension from games or other club events or revocation of membership, depending on the degree of the violation and the history of the member within the club.

Recommended Penalties:

Offence	Minimum	Maximum
First	Verbal warning	1 game suspension
Second	1 game suspension	3 game suspension
Third	5 game suspension	8 game suspension
Fourth	-	One calendar year suspension