



# California State Soccer Association - South

## Code of Ethics

### I. Introduction

As a matter of fundamental principle, the entire California State Soccer Association – South (Cal South) organization shall adhere to the highest ethical standards because it is the right thing to do. As a matter of pragmatic self-interest, Cal South should do so because public trust in our performance is the bedrock of our legitimacy. Sponsors, donors and volunteers support our organization because they trust us to carry out our mission, to be good stewards of our resources, and to uphold rigorous standards of conduct.

Cal South must earn this trust every day and in every possible way. But organizations are, at base, people, and it is up to the people of Cal South—board members, executive leaders, staff and volunteers—to demonstrate their ongoing commitment to the core values of integrity, honesty, fairness, openness, respect, and responsibility.

Cal South encourages every member league, club, and tournament organization to have a formally adopted code of ethics with which all of their board members, staff and volunteers are familiar and to which they adhere. Member organizations are of course free to simply adopt this one for their own use.

Adherence to public law and the rules of Fédération Internationale de Football Association (FIFA), United States Soccer Federation (USSF), United States Youth Soccer Association (USYSA), United State Adult Soccer Association (USASA), and Cal South is the minimum standard of expected behavior. Transparency, openness and responsiveness to our membership and the general public must be integral to our behavior.

### II. Principles and Values

Cal South pledges to govern all of our endeavors to ensure:

- All of our registered players train and play in a safe environment;
- Member organizations as well as the Cal South staff and committees are associated with the highest level of sportsmanship;
- All of our affairs will be conducted with transparency, integrity and honesty;
- We always show respect for the worth and dignity of all;
- We always follow the rules of our organization;
- Responsible stewardship of resources; and,
- Commitment to excellence in all that we do.

### **III Standards of Behavior for Cal South**

#### **A. General Standards**

All members of Cal South, including Board Members, Staff, Committee Chairpersons, volunteers, coaches, trainers, administrators, parents, and players shall adhere to these general standards and ensure duties are discharged:

- With our Principles and Values in mind;
- In good faith;
- According to public law and the rules of FIFA, USSF, USYSA, USASA, and Cal South;
- In the best interests of Cal South;
- Exercising due diligence in decision making; and
- So that all involved are provided with information, reports, statements, or financial data that is:
  - Accurate,
  - Timely,
  - Legal, and
  - Not tainted by conflicts of interest.

#### **B. Conflicts of Interest**

A Cal South member, member league/club, staff, Board Director, volunteer, person, situation, or event shall be deemed to be in conflict of interest with Cal South if he/she:

- Is working for, with, or on behalf of an organization in direct competition with a Cal South program, event, or initiative; or
- Serves on a board of directors or technical advisory board whose goals compete with or are in conflict with Cal South; or
- Uses organization information for private gain, either financially or competitively; or
- Participates directly or with relatives to act as suppliers or vendors to Cal South or Cal South member organizations; or
- In any other way stands to gain or cause a family member or domestic partner to materially gain either financially or competitively from their activities or decision making.

Conflicts of Interest shall be mitigated by open and public disclosure of any and all conflicts of interest and a voluntary recusal from the decision making process at a minimum, and if necessary from the activity by the person(s) involved.

#### **C. Additional Standards for Board Members**

In addition to the above, Cal South Board Members shall:

- Be mindful of their fiduciary responsibility as a member of the governing body of the organization;
- Respect and support the majority decisions of the Board of Directors;

- Recognize and respect the legal authority that rests with the Board as a whole and not individual Board members; and
- Respect the confidential nature both legally and morally for matters discussed in Executive Session, including personnel, legal matters, organizational discussions, and decisions pertaining to these.

#### **D. Decision Hierarchy**

Cal South makes decisions based on the following priorities (in order) considering individual facts and circumstances:

1. The best interests of Cal South, including Cal South State Tournaments, Programs & Events.
2. The best interests of a League/Club, including League/Club sponsored tournaments.
3. The best interests of a gaming circuit.
4. The best interests of an individual team.
5. The best interests of an individual player.
6. The best interests of the coaches and parents.

This hierarchy recognizes a player is not well served without a team to play on, and a team is not well served without a strong League/Club to provide the fields, coaching, and opportunities. It recognizes none of the membership is well served unless the Association and all of its events and programs designed to protect and serve the membership are strong and of the highest quality.

#### **IV. Enforcement**

Failure to adhere to this Code of Ethics may result in a hearing sanctioned by the Board of Directors. Appropriate action(s) may be taken up to and including expulsion from the organization.