

Flags of Glory Code of Conduct

This is a code of conduct that applies to any and all members on and off the field, so long as they are participating in connection and relation with Flags of Glory football games. This includes players, officials and spectators.

League Philosophy & Commitment

Flags of Glory aims to provide a space that centres on collective community care and respect that involves all participating members, regardless of whether they are playing, to honour co-creating a space that is supportive of everyone's well-being. Through operating with an intersectional, anti-oppression and anti-racist framework, this takes into account prioritizing considerations of those who are experiencing marginalization at the intersections of multiple vectors of identities. It is pertinent to also acknowledge that athletic and sports spaces are, historically and on an ongoing basis, a site of violence and trauma for many people, and in order to create a space that is accessible and feels safer, FoG is committed to taking as much of a trauma-informed lens to set the structure, policies and actions of the league whenever possible. Ideally, FoG is keen to encourage players with experience playing sports to help support those who are novice to the sport as much as possible so that everyone of all abilities and skills can enjoy their time playing in the league. Our league will seek to utilise a transformative and restorative justice lens in conflict management if any arise that require the support of the league.

There is zero tolerance of violence of any kind (emotional, psychological, or physical), and any behaviours of any type of harassment will be followed up with an investigation and potential consequences to ensure safety of all players and officials in the league.

1. If at any point during the entirety of the season a player exhibits behaviour(s) that are not acceptable, welcoming or inclusive, they will be addressed by one of the executive members (appropriately assigned by voting/nomination or assigned with responsibility on the field) and asked to revisit the league policy:
 - a. Unacceptable behaviour can include, but is not limited to:
 - i. Aggression or negative comments made towards any player(s), league official(s), volunteer(s), and/or spectator(s)
 - ii. Toxic competitiveness that may increase intensity and intimidation on the field; e.g., negative comments made on purpose for intimidation
 - iii. Unnecessary roughing on the field to instigate other team(s)/player(s); e.g., throwing/kicking the ball out of intense emotion
 - b. Said player(s) will have a follow up conversation with executive member(s) who are not associated with the involved team(s) or has been assigned by the executive committee and team captains. This conversation will be documented via email.
2. If unacceptable behaviour(s) continue in frequency over two (2) times, a resolution will be negotiated with executive members, and may include moving the player to a different team. Options will be explored to support the participation of all players impacted by the

behaviour, including the one exhibiting the behaviour, before coming to the decision to remove the player from the league.

- a. Should the player exhibit similar behaviour again after being reassigned to a different team, they will be removed from the league.
- b. Conversations between said player and executive members will be documented via email.