



Flags of Glory

(a division of the Toronto Gay Football League)

Code of Conduct

Scope

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 to and/or relation with Flags of Glory (FoG) football games and/or events. This includes players, officials and spectators.

League Philosophy & Commitment

Flags of Glory aims to provide a space that centres collective community care and respect for all participating members and their well-being, regardless of whether they are playing. This commitment operates within an intersectional, anti-oppression and anti-racist framework, with a focus on prioritizing the needs of individuals experiencing marginalization across various intersecting identities. Recognizing the historical and ongoing violence and trauma associated with athletic and sports spaces for many individuals, Flags of Glory is dedicated to adopting a trauma-informed approach in shaping the league's structure, policies, and actions to create a more accessible and safer environment.

Additionally, FoG aims to encourage experienced players to support players new to the sport, ensuring that individuals of all abilities and skills can enjoy participating in the league. Conflict management within the league will be approached through a transformative and restorative justice lens, seeking to address any issues that arise with the support and guidance of the league.

Discrimination and Violence Policy

Flags of Glory Toronto is committed to fostering a safe and inclusive playing environment that condemns discrimination, harassment, and violence. This policy is designed to prohibit any behaviour or conduct, whether deliberate or unintentional, that leads to discrimination, harassment, or poses a threat to an individual's well-being or safety (emotional, psychological, and/or physical). This policy extends to behaviour conducted off the field.



All claims of discrimination, harassment, and/or violence will be dealt with fairly, promptly, and confidentially. Any form of violence, whether emotional, psychological, or physical, will be met with zero tolerance. Any instances of harassment will be thoroughly investigated, and appropriate actions will be taken to ensure the safety and well-being of all players and officials in the league.

Corrective Action

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.