



Mississippi Mills United

257 King Street
Carleton Place, ON
office@mmu.soccer

September 24, 2026

Code of Conduct and Ethics

Purpose

Mississippi Mills United (MMU) is committed to a safe, respectful, inclusive and ethical soccer environment. This Code applies to directors, officers, employees, coaches, team personnel, volunteers, players, parents/guardians, spectators and other persons participating in or representing MMU. MMU adopts the principles of, and intends this Code to align with, the Canada Soccer Code of Conduct and Ethics and applicable Ontario Soccer requirements.

Expected Conduct

- Act with honesty, integrity, fairness, respect and sportsmanship.
- Place participant safety, welfare and development ahead of personal interests or short-term results.
- Treat every person with dignity and without discrimination, harassment, bullying, abuse or retaliation.
- Respect the Laws of the Game, match officials, coaches, opponents, teammates, facilities and the decisions of authorized soccer bodies.

- Maintain appropriate boundaries with children and comply with MMU child-protection, Rule of Two and screening requirements.
- Avoid conduct that could reasonably bring MMU or the game into disrepute.
- Protect confidential and personal information obtained through an MMU role and use it only for legitimate Club purposes.
- Disclose actual, potential or perceived conflicts of interest and refrain from participating in decisions where impartiality may reasonably be questioned.
- Use electronic communications and social media responsibly and never to harass, intimidate, exploit or improperly contact a child.
- Comply with MMU policies and the applicable bylaws, policies, directives and requirements of recognized governing soccer organizations.

Prohibited Conduct

Prohibited conduct includes violence or threats; sexual misconduct; harassment; discrimination; bullying; hazing; retaliation; abuse of authority; deliberate dishonesty; theft or misuse of Club property; intoxication while responsible for youth participants; inappropriate relationships or communications with children; and serious or repeated breaches of MMU policies.

Reporting and Response

Concerns about conduct may be reported to MMU at office@mmu.soccer. Child-safety concerns should be reported to the designated Safe Sport/Child Protection Liaison, Chris Oatman, at chris.oatman@mmu.soccer. Suspected child abuse must be reported directly

to the appropriate child-protection or law-enforcement authority where required by law. MMU will review reports fairly, maintain confidentiality to the extent reasonably possible, and prohibit retaliation against a person who raises a concern in good faith.

Discipline

A breach may result in education, warning, conditions on participation, removal from an activity, suspension, dismissal, termination of a volunteer or employment role, or referral to the appropriate governing body or authority, depending on the seriousness and circumstances.

Related MMU Codes

The MMU Parents Code of Conduct and Players Code of Conduct remain in force and supplement this Club-wide Code.