



# CODE OF CONDUCT, ETHICS, & DISCIPLINE POLICY

## GREATER VANCOUVER UNITED SPORTS CLUB

### Code of Conduct, Ethics, & Discipline

The purpose of this Code of Conduct and Ethics (“Code”) is to uphold the standards and expectations of BC Soccer (“BCS”) and Canada Soccer Association (“CSA”) applicable to the conduct of our staff, coaches, volunteers, officials, and parents to ensure a safe and positive environment for all involved in Greater Vancouver United Sports Club programming.

This Code is a mandatory requirement and breach of this Code is subject to sanctions and discipline, including but not limited to removal from the Club and discipline by BCS and CSA. Violations of this Code are to be reported to the Club’s Risk Manager at [nischalramrealestate@gmail.com](mailto:nischalramrealestate@gmail.com), and the identity of the individual making such report will be kept anonymous upon request. Discipline will be applied at the Club’s discretion and escalated to BCS or CSA as may be necessary.

Therefore, the Club adopts, in full, the CSA Code of Conduct and Ethics in full as attached and as modified from time to time on the CSA website located here: <https://www.canadasoccer.com/>.

Greater Vancouver United Sports Club (the “Club”) will refer all Conduct, Ethics, and Discipline matters to the Club’s Judicial Discipline Panel when Canada Soccer, BC Soccer, South Fraser District Association, and Club polices are not followed. All matters brought to the Committee will be reviewed in confidentiality and in accordance with all relevant policies. Club-specific disciplinary action, if necessary, will be applied as the Committee solely determines.

The Club fully adopts and incorporates BC Soccer Policies into this Code of Conduct, Ethics, and Discipline Policy.

### Judicial Discipline Panel

Name	Email
Karamjit Kaily	<a href="mailto:karamjit_kaily@yahoo.ca">karamjit_kaily@yahoo.ca</a>
Amer Gill	<a href="mailto:amergill@amergill.com">amergill@amergill.com</a>
Satpaul Parmar	<a href="mailto:rampyparmar@gmail.com">rampyparmar@gmail.com</a>
Charnjeet Pooni	<a href="mailto:simranpooni@yahoo.ca">simranpooni@yahoo.ca</a>