



Norman Youth Soccer Association

Code of Conduct



This Code of Conduct has been developed to clarify and define standards of professional, ethical, and moral behavior from employees, contractors, parents and players affiliated with the Norman Youth Soccer Association (“NYSA Representatives”).

NYSA Representatives should familiarize themselves with the mission, vision and values of the Norman Youth Soccer Association (“NYSA”). Additionally, NYSA Representatives should recognize that they are ambassadors for soccer and the NYSA. By following the principles below, NYSA Representatives are expected to uphold the mission, vision and values of the NYSA.

Ethical Conduct

NYSA Representatives are required to conduct themselves in a professional, respectful and ethical manner at all times. Each NYSA Representative must know that they are “on stage” at all times and should conduct themselves accordingly.

Building Trust and Credibility

The NYSA’s success is dependent on the trust and confidence we earn from fellow NYSA Representatives and other NYSA stakeholders. We gain credibility by adhering to our commitments, displaying our core values, acting with professionalism and reaching goals solely through honorable conduct. It is easy to *say* what we must do, but the proof is in our *actions*. Ultimately, we will be judged on what we do.

When considering any action, it is wise to ask: Does this comply with the NYSA’s Core Values, Code of Conduct, and policy and procedures? Will this build trust and credibility for the NYSA? Will it help create a working environment in which the NYSA can succeed over the long term? Is the commitment I am making one I can follow through with? The only way we will maximize trust and credibility is by answering, “yes” to those questions and by working every day to build our trust and credibility.

NYSA gossip, negative language, attitudes or undermining others for personal gain are considered detrimental to a healthy and productive environment and will not be tolerated.

Do the Right Thing

Several key questions can help identify situations that may be unethical, inappropriate or illegal. Ask yourself:

- Does what I am doing comply with the NYSA Core Values, Code of Conduct, company policies and procedures?
- Have I been asked to misrepresent information or deviate from normal procedure?
- Would I feel comfortable describing my decision to all other NYSA Representatives?
- How would it look if it made the headlines?
- Am I being loyal to the NYSA, my family and myself?
- What would I tell my child to do?
- Is this the right thing to do?

Accountability

Each NYSA Representative is responsible for knowing and adhering to the principles set forth in this Code of Conduct and for raising questions if uncertain about NYSA policy. If NYSA Representatives are concerned whether the standards are being met or are aware of violations of the Code of Conduct, they

must contact the NYSA Director of Coaching. If such questions or violations pertain to the NYSA Director of Coaching, they must contact a member of the NYSA Board of Directors.

NYSA takes seriously the standards set forth in the Code of Conduct. Violations to the Code of Conduct are cause for disciplinary action up to and including termination of membership in the NYSA.