

Daddy Sports League

Code of Conduct and Ethics



Original Date: July 10 th , 2026	Reviewed/Modified: July 28 th , 2026
Approved by: Daddy Sports League Board of Directors	
A printed copy of this document may not reflect the current, electronic version of the Daddy Sports League Code of Conduct and Ethics. Any copies of this document appearing in paper form should <u>always</u> be checked against the electronic version prior to use.	

1. Our Mission

- 1.1. Daddy Sports League exists to build community through sport by providing adults with organized, inclusive, competitive, and enjoyable recreational opportunities where participants can stay active, develop friendships, and compete with integrity.

2. Purpose

- 2.1. Daddy Sports League (“DSL”) is committed to creating and maintaining a safe, inclusive, respectful, and enjoyable environment for everyone who participates in league activities.
- 2.2. The Purpose of this Code of Conduct (“Code”) is to establish clear expectations for behavior and to promote a culture built on sportsmanship, fairness, accountability, respect, and community. This Code serves as the foundation for how participants interact with one another and how the league is governed, regardless of the sport being played.
- 2.3. DSL recognizes that recreational and competitive sport should provide opportunities for personal growth, physical activity, social connection, and positive community engagement. Every participant has the right to enjoy league activities in an environment free from harassment, discrimination, bullying, abuse, intimidation, and unsafe conduct.
- 2.4. This code applies to all individuals involved in DSL activities and is intended to:
 - 2.4.1. Promote a positive and welcoming culture throughout the league.
 - 2.4.2. Foster mutual respect among players, officials, volunteers, organizers, spectators, and guests.

- 2.4.3. Support fair play, ethical competition, and good sportsmanship.
- 2.4.4. Protect physical and psychological safety of all participants.
- 2.4.5. Encourage accountability for individual actions and decisions.
- 2.4.6. Establish consistent standards of behavior across all DSL programs, sports, divisions, events, and leagues.
- 2.4.7. Protect the reputation, integrity, and long-term success of Daddy Sports League.
- 2.5. Participation in DSL is a privilege that carries responsibilities. All participants are expected to conduct themselves in a manner that reflects positively on the league and contributes to an environment where everyone feels respected, valued, and safe.
- 2.6. Individuals who fail to meet the standards outlined in this Code may be subject to corrective action or discipline in accordance with the Daddy Sports League Discipline and Complaints Policy.

3. Scope

3.1. Application

- 3.1.1. This Code applies to all individuals participating in, attending, volunteering for, officiating at, organizing, or otherwise involved with any activity conducted, sanctioned, or endorsed by Daddy Sports League.
- 3.1.2. Compliance with this Code is a condition of participation in DSL activities and programs.

3.2. Persons Subject to this Code

- 3.2.1. This code applies to all DSL participants, including but not limited to:
 - 3.2.1.1. Players and athletes.
 - 3.2.1.2. Team captains and team representatives.
 - 3.2.1.3. Coaches, instructors, and trainers.
 - 3.2.1.4. Officials, referees, scorekeepers, and timekeepers.
 - 3.2.1.5. League executives, directors, and committee members.
 - 3.2.1.6. Volunteers, event staff, and contractors.
 - 3.2.1.7. Spectators, guests, and family members attending DSL events.

3.2.1.8. Sponsors, vendors, partners, and any individual acting on behalf of DSL.

3.3. Activities Covered

3.3.1. This Code applies to all DSL-sanctioned activities, regardless of sport, division, competitive level, or location.

3.3.2. Activities covered by this Code include, but are not limited to:

3.3.2.1. Games, matches, and competitions.

3.3.2.2. Practices, training sessions, and clinics.

3.3.2.3. Tournaments and championship events.

3.3.2.4. Meetings, workshops, and educational sessions.

3.3.2.5. Social events, celebrations, award ceremonies, and league gatherings.

3.3.2.6. Travel associated with DSL activities.

3.3.2.7. Online communications, virtual meetings, websites, forums, messaging platforms, and social media interactions related to DSL.

3.4. Conduct Outside of League Activities

3.4.1. DSL recognizes that actions occurring outside of official league activities may nevertheless have an impact on the safety, well-being, and reputation of the league.

3.4.2. Accordingly, this Code may apply to conduct occurring outside of DSL activities where such conduct:

3.4.2.1. Negatively affects the safety, welfare, or participation of a DSL participant.

3.4.2.2. Creates an intimidating, hostile, discriminatory, or unsafe environment for DSL participants.

3.4.2.3. Damages or has the potential to damage the reputation, operations, or integrity of DSL.

3.4.2.4. Involves harassment, abuse, threats, bullying, discrimination, or retaliation directed toward a DSL participant.

3.4.2.5. Occurs through social media, electronic communication, or other public channels and has a significant connection to DSL.

3.4.2.6. Results in criminal charges, convictions, restraining orders, or other legal proceedings that may reasonably affect an individual's participation in DSL activities.

3.5. Interpretation

3.5.1. DSL reserves the right to determine whether conduct falls within the scope of this Code.

3.5.2. In making such a determination, DSL may consider the nature of the conduct, its impact on participants, its connection to league activities, and its effect on the reputation, operations, or safety of the league.

3.6. Obligation to Comply

3.6.1. All individuals subject to this Code are expected to be familiar with and comply with its provisions.

3.6.2. Failure to comply with this Code may result in disciplinary action, including suspension, removal from events, loss of privileges, expulsion from the league, or other sanctions as determined under the DSL Discipline and Complaints Policy.

4. League Values

4.1. Daddy Sports League is built on a foundation of mutual respect, fair competition, personal accountability, and community engagement. These values guide all league activities and apply equally to players, officials, volunteers, organizers, spectators, and guests.

4.2. All participants are expected to uphold the following values:

4.2.1. Respect

4.2.1.1. Treat all individuals with dignity, courtesy, and consideration.

4.2.1.2. Respect differences in opinions, background, identities, abilities, and experiences.

4.2.1.3. Communicate in a constructive and professional manner.

4.2.1.4. Resolve disagreements respectfully and without hostility.

4.2.1.5. Respect league facilities, equipment, property, and host venues.

4.2.2. Integrity

4.2.2.1. Conduct oneself honestly and ethically.

4.2.2.2. Accept responsibility for personal actions and decisions.

4.2.2.3. Compete fairly and in accordance with league rules.

4.2.2.4. Avoid conduct that may negatively impact the reputation of DSL or its participants.

4.2.2.5. Demonstrate consistency between words, actions, and commitments.

4.2.3. Sportsmanship

4.2.3.1. Compete with fairness, honesty, and honor.

4.2.3.2. Respect opponents, teammates, officials, volunteers, and spectators.

4.2.3.3. Win with humility and lose with dignity.

4.2.3.4. Accept officiating decisions without abusive or disruptive behavior.

4.2.3.5. Encourage positive participation and enjoyment of sport.

4.2.4. Accountability

4.2.4.1. Take ownership of personal conduct.

4.2.4.2. Comply with all league rules, policies, and procedures.

4.2.4.3. Report concerns regarding safety, misconduct, or inappropriate behavior.

4.2.4.4. Cooperate with league reviews, investigations, and disciplinary proceedings.

4.2.4.5. Accept responsibility for conduct that falls below league standards.

4.2.5. Inclusion

4.2.5.1. Promote equal opportunity and participation for all individuals.

4.2.5.2. Refrain from discrimination, harassment, bullying, or exclusionary behavior.

4.2.5.3. Foster a welcoming environment for new and existing participants.

4.2.5.4. Support diversity within the league community.

4.2.5.5. Contribute to an environment where all individuals feel respected and valued.

4.2.6. Safety

4.2.6.1. Conduct oneself in a manner that promotes physical and psychological safety of others.

4.2.6.2. Follow all applicable rules, procedures, and safety requirements.

4.2.6.3. Avoid reckless, dangerous, or intentionally harmful behavior.

4.2.6.4. Report hazards, injuries, and safety concerns in a timely manner.

4.2.6.5. Support a culture where participant welfare is prioritized.

4.2.7. Community

4.2.7.1. Contribute positively to the league environment.

4.2.7.2. Support fellow participants both on and off the playing surface.

4.2.7.3. Promote teamwork, camaraderie, and fellowship.

4.2.7.4. Act as a positive representative of DSL within the broader community.

4.2.7.5. Strengthen the league through volunteerism, mentorship, and positive engagement whenever possible.

4.3. The League Values outlined in this section will guide decision-making, behavior, and interactions throughout all DSL leagues, sports, tournaments, events, activities, and communications.

5. Definitions

5.1. General

5.1.1. For the purposes of this Code of Conduct, the following terms shall have the meanings set out below.

5.2. Abuse

5.2.1. Abuse means any pattern of behavior, or any single serious incident, that causes or has the potential to cause physical, emotional, psychological, or sexual harm to another individual.

5.3. Bullying

5.3.1. Bullying means deliberate, repeated, or severe behavior directed toward and individual that is intended, or outright reasonably to be expected, to intimidate, humiliate, degrade, isolate, or undermine that individual.

5.4. Discrimination

5.4.1. Discrimination means the unequal or unfair treatment of an individual based on race, ancestry, place of origin, ethnic origin, citizenship, color, sex, sexual orientation, gender identity, gender expression, age, disability, marital status, family status, or any other characteristic protected by applicable law.

5.5. Harassment

5.5.1. Harassment means a pattern of unwelcome comments, conduct, actions, communications, or behaviors that a reasonable person would consider intimidating, hostile, degrading, humiliating, or offensive.

5.5.2. Harassment may occur in person, electronically, through social media, in writing, verbally, or through any other form of communication.

5.6. Hazing

5.6.1. Hazing means any activity expected of an individual as a condition of joining, participating in, or maintaining membership within a team or group that humiliates, degrades, embarrasses, coerces, abuses, or endangers that individual, regardless of the individual's willingness to participate.

5.7. Participant

5.7.1. Participant means any individual subject to this Code, including but not limited to players, athletes, captains, coaches, officials, volunteers, organizers, committee members, directors, spectators, guests, contractors, and any individual acting on behalf of DSL.

5.8. Retaliation

5.8.1. Retaliation means any action, threat, or adverse treatment directed toward an individual because they have reported a concern, made a complaint, participated in an investigation, provided information, or otherwise supported the administration and enforcement of this Code.

5.9. Sexual Harassment

5.9.1. Sexual harassment means any unwelcome conduct, comment, communication, gesture, or behavior of a sexual nature that creates an intimidating, hostile, humiliating, offensive, or unsafe environment.

5.10. Social Media

5.10.1. Social Media means any online platform, application, website, forum, messaging service, or communication tool used to create, share, discuss, or exchange content electronically.

5.11. League Activity

5.11.1. League Activity means any event, game, competition, tournament, practice, meeting, social event, travel activity, or other function organized, sanctioned, operated, or endorsed by DSL.

5.12. Volunteer

5.12.1. Volunteer means any individual who provides services, leadership, support, or assistance to DSL without financial compensation.

6. General Standards of Conduct

6.1. General Expectations

- 6.1.1. All participants shall conduct themselves in a manner that reflects the values and mission of DSL.
- 6.1.2. Participants are expected to act with integrity, honesty, respect, fairness, and sportsmanship in all interactions related to DSL activities.
- 6.1.3. Participation in DSL is a privilege, and all Participants share responsibility for maintaining a safe, welcoming, inclusive, and positive environment.
- 6.1.4. Participants shall not engage in conduct that is detrimental to the safety, welfare, enjoyment, reputation, or operations of DSL.

6.2. Respect for Others

- 6.2.1. Participants shall treat all individuals with dignity, courtesy, and respect.
- 6.2.2. Participants shall respect differences in background, experience, identity, ability, beliefs, and perspectives.
- 6.2.3. Participants shall communicate in a respectful and constructive manner at all times.
- 6.2.4. Participants shall not engage in behavior intended to intimidate, demean, humiliate, embarrass, threaten, or belittle another individual.
- 6.2.5. Participants shall make reasonable efforts to resolve disagreements and conflicts respectfully and professionally.

6.3. Sportsmanship and Fair Play

- 6.3.1. Participants shall compete fairly and honestly in accordance with the rules of the applicable sport and the spirit of competition.
- 6.3.2. Participants shall demonstrate good sportsmanship before, during, and after games, competitions, and league activities.
- 6.3.3. Participants shall respect opponents, teammates, officials, volunteers, organizers, and spectators.
- 6.3.4. Participants shall accept game results, league decisions, and officiating decisions in a respectful manner.
- 6.3.5. Winning shall never take precedence over integrity, safety, respect, or fair play.

6.4. Safety and Well-Being

6.4.1. Participants shall contribute to a physically and psychologically safe environment.

6.4.2. Participants shall refrain from conduct that unnecessarily endangers themselves or others.

6.5. Compliance with Rules and Policies

6.5.1. Participants shall comply with all applicable DSL rules, policies, procedures, bylaws, regulations, and directives.

6.5.2. Participants shall comply with all facility rules and requirements imposed by venue operators.

6.5.3. Participants shall comply with all applicable municipal, provincial, federal, and local laws while participating in DSL activities.

6.5.4. Participants shall cooperate with any league review, investigation, or disciplinary process.

6.6. Representation of DSL

6.6.1. Participants shall conduct themselves in a manner that reflects positively on DSL.

6.6.2. Participants shall avoid conduct that could reasonably be expected to damage the reputation, credibility, or integrity of DSL.

6.6.3. Participants acting in leadership positions shall serve as positive role models and demonstrate behavior consistent with the values of the league.

6.6.4. Participants shall use league resources, facilities, and equipment responsibly and respectfully.

6.7. Digital and Online Conduct

6.7.1. Participants shall communicate respectfully when using social media, electronic communications, or online platforms relating to DSL.

6.7.2. Participants shall not use electronic communication, social media, or online platforms to harass, bully, threaten, intimidate, or demean any individual.

6.7.3. Participants shall respect the privacy, dignity, and reputation of other Participants when sharing content online.

6.7.4. Online content that negatively impacts DSL Participants or the league environment may be subject to review under this Code.

6.8. Responsibility to Act

- 6.8.1. Participants share responsibility for maintaining a safe and respectful league environment.
- 6.8.2. Participants are encouraged to report behavior that may violate this Code or otherwise undermine the safety, integrity, or well-being of the league.
- 6.8.3. Participants shall cooperate honestly and respectfully during any review, investigation, or disciplinary process conducted by DSL.

7. Prohibited Conduct

7.1. General

- 7.1.1. Participants shall not engage in any conduct that is inconsistent with the Mission, Purpose, or General Standards of Conduct established by DSL.
- 7.1.2. The examples contained within this section are not exhaustive. DSL reserves the right to determine whether conduct not specifically listed constitutes a violation of this Code.
- 7.1.3. Any conduct that compromises the safety, well-being, dignity, integrity, or enjoyment of Participants may be considered a violation of this Code.

7.2. Harassment

- 7.2.1. Harassment is prohibited.
- 7.2.2. Harassment may include but is not limited to:
 - 7.2.2.1. Verbal abuse, insults, or personal attacks.
 - 7.2.2.2. Repeated unwelcome comments, jokes, or remarks.
 - 7.2.2.3. Intimidation or threatening behavior.
 - 7.2.2.4. Offensive or degrading language.
 - 7.2.2.5. Deliberately excluding or isolating an individual.
 - 7.2.2.6. Public humiliation or ridicule.
 - 7.2.2.7. Harassing communications through electronic means, including messaging apps and social media.

7.3. Bullying

- 7.3.1. Bullying is prohibited.
- 7.3.2. Bullying may include but is not limited to:

7.3.2.1. Repeated intimidation or coercion.

7.3.2.2. Persistent teasing, taunting, or mockery.

7.3.2.3. Spreading rumors or false information.

7.3.2.4. Deliberate social exclusion.

7.3.2.5. Conduct intended to embarrass, demean, or undermine another Participant.

7.4. Discrimination

7.4.1. Discrimination is prohibited.

7.5. Participants shall not discriminate against any individual on the basis of race, ancestry, place of origin, ethnic origin, citizenship, color, religion, sex, sexual orientation, gender identity, gender expression, age, disability, marital status, family status, or any other protected characteristic under applicable law.

7.6. Violence and Threatening Behavior

7.6.1. Violence and threatening behavior is prohibited.

7.6.2. Prohibited conduct includes, but is not limited to:

7.6.2.1. Physical assault.

7.6.2.2. Attempted physical assault.

7.6.2.3. Fighting.

7.6.2.4. Threats of physical harm.

7.6.2.5. Intimidation involving actual or implied violence.

7.6.2.6. Deliberate destruction of property.

7.7. Conduct that creates a reasonable fear for personal safety.

7.8. Abuse

7.8.1. Abuse in any form is prohibited.

7.8.2. Abuse includes, but is not limited to:

7.8.2.1. Physical abuse.

7.8.2.2. Emotional abuse.

7.8.2.3. Psychological abuse.

7.8.2.4. Sexual abuse.

7.8.2.5. Neglect.

7.8.2.6. Exploitation of another Participant.

7.9. Sexual Harassment

7.9.1. Sexual harassment is prohibited.

7.9.2. Sexual harassment may include, but is not limited to:

7.9.2.1. Unwelcome sexual comments or jokes.

7.9.2.2. Unwanted romantic or sexual advances.

7.9.2.3. Inappropriate or unwanted physical contact.

7.9.2.4. Sharing sexually explicit materials without consent.

7.9.2.5. Unwelcome comments regarding an individual's appearance, body, gender identity, or sexual orientation.

7.9.2.6. Persistent contact after being asked to stop.

7.10. Hazing

7.10.1. Hazing is prohibited regardless of an individual's willingness to participate.

7.10.2. Participants shall not require, encourage, organize, or participate in activities that humiliate, degrade, embarrass, coerce, abuse, or endanger another individual as a condition of team membership or participation.

7.11. Retaliation

7.11.1. Retaliation is prohibited.

7.11.2. Participants shall not intimidate, threaten, penalize, exclude, harass, or otherwise retaliate against an individual because they:

7.11.2.1. Reported a concern or complaint.

7.11.2.2. Participated in an investigation.

7.11.2.3. Provided information during a review process.

7.11.2.4. Supported the enforcement of this Code.

7.12. Unsportsmanlike Conduct

7.12.1. Participants shall not engage in conduct that undermines fair competition, sportsmanship, or the enjoyment of others.

7.12.2. Unsportsmanlike conduct may include but is not limited to:

7.12.2.1. Excessive verbal abuse directed at opponents, teammates, officials, or spectators.

7.12.2.2. Deliberately provoking conflict or confrontation.

7.12.2.3. Intentionally disrupting league activities.

7.12.2.4. Deliberately attempting to injure another Participant.

7.12.2.5. Repeatedly refusing to follow the reasonable direction of officials or league representatives.

7.13. Substance-Related Misconduct

7.13.1. Participants shall not engage in conduct involving alcohol, cannabis, or other substances that compromises participant safety or negatively impacts DSL activities.

7.13.2. Prohibited conduct includes, but is not limited to:

7.13.2.1. Participating in league activities while impaired to the extent that safety or participation is adversely affected.

7.13.2.2. Providing alcohol, cannabis, or illegal substances to minors.

7.13.2.3. Possessing, distributing, or consuming illegal substances during DSL activities.

7.13.2.4. Engaging in disruptive, abusive, or unsafe behavior resulting from intoxication or impairment.

7.14. Abuse of Authority

7.14.1. Participants in positions of leadership, authority, or influence shall not misuse their position.

7.14.2. Abuse of authority may include, but is not limited to:

7.14.2.1. Coercion or intimidation.

7.14.2.2. Exploitation of a power imbalance.

7.14.2.3. Favoritism that undermines fairness or integrity.

7.14.2.4. Requests, demands, or actions that place another Participant in an inappropriate or unsafe position.

7.15. False or Malicious Complaints

7.15.1. DSL recognizes that complaints made in good faith may be unsubstantiated following an investigation.

7.15.2. A complaint made in good faith shall not constitute a violation of this Code solely because it is not substantiated.

7.15.3. Knowingly making false, misleading, or malicious allegations may constitute a violation of this Code.

7.16. School and Facility Property

7.16.1. DSL utilizes facilities that may be owned or operated by schools, school boards, municipalities, community organizations, or other third parties.

7.16.2. Participants shall comply with all facility rules, policies, and regulations while attending DSL activities.

7.16.3. The possession, consumption, distribution, or sale of alcohol, cannabis, illegal substances, or any other prohibited substance on school property during DSL activities is strictly prohibited.

7.16.4. DSL maintains a zero-tolerance policy for violations of Section 7.16.3.

7.16.5. Any Participant found to be in possession of, consuming, distributing, or selling alcohol, cannabis, illegal substances, or other prohibited substances on school property may be immediately removed from the activity and may be subject to additional disciplinary action in accordance with the DSL Discipline and Complaints Policy.

8. Participant Responsibilities

8.1. General Responsibilities

8.1.1. All Participants share responsibility for fostering a safe, inclusive, respectful, and enjoyable environment within DSL.

8.1.2. Participants shall conduct themselves in a manner consistent with the Mission, Purpose, Values, and standards established by this Code.

8.1.3. Participants shall contribute positively to the league environment and encourage others to do the same.

8.1.4. Participants shall treat all individuals with dignity, courtesy, and respect.

8.1.5. Participants shall comply with all applicable DSL rules, policies, procedures, and directives.

8.1.6. Participants shall report concerns regarding safety, misconduct, or violations of this Code when appropriate.

8.2. Player Responsibilities

- 8.2.1. Players shall compete fairly, honestly, and in accordance with the rules of the applicable sport.
- 8.2.2. Players shall demonstrate good sportsmanship before, during, and after all league activities.
- 8.2.3. Players shall respect teammates, opponents, officials, volunteers, league representatives, and spectators.
- 8.2.4. Players shall accept officiating decisions respectfully and refrain from abusive or disruptive conduct.
- 8.2.5. Players shall arrive prepared to participate safely and responsibly.
- 8.2.6. Players shall refrain from conduct that creates an unsafe environment or negatively affects the experience of others.
- 8.2.7. Players shall support a welcoming environment for both new and returning Participants.

8.3. Team Captain Responsibilities

- 8.3.1. Team Captains shall serve as leaders and representatives of their teams.
- 8.3.2. Team Captains shall model behavior consistent with this Code and promote positive participation among team members.
- 8.3.3. Team Captains shall encourage respect, sportsmanship, and fair play.
- 8.3.4. Team Captains shall assist in resolving minor disputes in a respectful and constructive manner.
- 8.3.5. Team Captains shall communicate league information to their team in a timely manner.
- 8.3.6. Team Captains shall cooperate with league officials and representatives in addressing issues affecting team conduct or league operations.
- 8.3.7. Team Captains shall take reasonable steps to discourage misconduct by members of their team.

8.4. Officials and Referees

- 8.4.1. Officials and Referees shall perform their duties fairly, impartially, and professionally.
- 8.4.2. Officials shall apply the rules consistently and to the best of their ability.
- 8.4.3. Officials shall treat all Participants with dignity, respect, and fairness.

- 8.4.4. Officials shall avoid actual, perceived, or potential conflicts of interest whenever possible.
- 8.4.5. Officials shall maintain appropriate standards of professionalism and conduct while representing DSL.
- 8.4.6. Officials shall support a safe playing environment and take reasonable action when participant safety is at risk.

8.5. League Executives, Directors, and Committee Members

- 8.5.1. Individuals serving in leadership roles shall act in the best interests of DSL and its Participants.
- 8.5.2. League leaders shall exercise their authority fairly, honestly, and responsibly.
- 8.5.3. League leaders shall promote the Mission, Purpose, and Values of DSL.
- 8.5.4. League leaders shall make decisions impartially and in good faith.
- 8.5.5. League leaders shall maintain confidentiality where appropriate and as required by league policies.
- 8.5.6. League leaders shall address complaints, concerns, and reports of misconduct in a timely and professional manner.
- 8.5.7. League leaders shall strive to create a safe, inclusive, and positive environment for all Participants.

8.6. Volunteers

- 8.6.1. Volunteers shall conduct themselves in a manner consistent with this Code.
- 8.6.2. Volunteers shall perform assigned duties responsibly and professionally.
- 8.6.3. Volunteers shall treat all Participants respectfully and fairly.
- 8.6.4. Volunteers shall support the safety and well-being of Participants.
- 8.6.5. Volunteers shall promptly report concerns regarding participant safety, misconduct, or violations of this Code.

8.7. Spectators and Guests

- 8.7.1. Spectators and Guests contribute to the overall atmosphere and experience of DSL events.
- 8.7.2. Spectators and Guests shall conduct themselves respectfully and responsibly.
- 8.7.3. Spectators and Guests shall respect players, teams, officials, volunteers, and league representatives.

8.7.4. Spectators and Guests shall not interfere with games, competitions, officiating, or league operations.

8.7.5. Spectators and Guests shall refrain from abusive, threatening, discriminatory, or disruptive behavior.

8.7.6. Spectators and Guests shall comply with all venue rules and reasonable directions provided by DSL representatives.

8.8. Shared Responsibility

8.8.1. All Participants share responsibility for maintaining the culture and reputation of DSL.

8.8.2. Participants are encouraged to promote inclusion, sportsmanship, community engagement, and positive participation both within and outside league activities.

8.8.3. Participants shall contribute to an environment where all individuals feel welcome, valued, respected, and safe.

9. Reporting Concerns

9.1. Shared Responsibility

9.1.1. Maintaining a safe, respectful, and inclusive environment is the shared responsibility of all Participants.

9.1.2. Participants are encouraged to take reasonable action when they become aware of conduct that may violate this Code, endanger the safety of others, or undermine the integrity of DSL.

9.1.3. Participants who witness, experience, or become aware of potential misconduct are encouraged to report their concerns promptly.

9.2. Reportable Conduct

9.2.1. Participants should report conduct that may constitute a violation of this Code.

9.2.2. Reportable conduct may include, but is not limited to:

9.2.2.1. Harassment.

9.2.2.2. Bullying.

9.2.2.3. Discrimination.

9.2.2.4. Violence or threats of violence.

9.2.2.5. Abuse or neglect.

9.2.2.6. Sexual harassment.

9.2.2.7. Hazing.

9.2.2.8. Retaliation.

9.2.2.9. Conduct that creates an unsafe environment.

9.2.2.10. Significant violations of league rules, policies, or procedures.

9.3. Making a Report

9.3.1. Reports may be submitted by any Participant, witness, volunteer, official, spectator, or other individual affected by, or aware of, potential misconduct.

9.3.2. Reports should be made as soon as reasonably possible after the alleged incident or conduct occurs.

9.3.3. Individuals making a report are encouraged to provide all relevant information available to them, including:

9.3.3.1. The nature of the concern.

9.3.3.2. The date, time, and location of the incident, if known.

9.3.3.3. The identity of any individuals involved.

9.3.3.4. The identity of any witnesses, if known.

9.3.3.5. Any supporting information or documentation available.

9.4. Good Faith Reporting

9.4.1. DSL expects Participants to report concerns honestly and in good faith.

9.4.2. A report made in good faith shall not constitute a violation of this Code solely because the allegations are not substantiated following review or investigation.

9.4.3. Knowingly submitting false, misleading, or malicious reports may constitute a violation of this Code.

9.5. Protection from Retaliation

9.5.1. DSL prohibits retaliation against any individual who, in good faith:

9.5.1.1. Reports a concern.

9.5.1.2. Makes a complaint.

9.5.1.3. Participates in an investigation or review process.

9.5.1.4. Provides information or evidence relating to a reported concern.

9.5.1.5. Assists another individual in exercising their rights under this Code.

9.5.1.6. Any act of retaliation may constitute a separate violation of this Code and may result in disciplinary action.

9.6. Confidentiality

9.6.1. DSL will make reasonable efforts to protect the privacy and confidentiality of all parties involved in a report, complaint, or investigation.

9.6.2. Information shall only be disclosed where necessary to assess, investigate, resolve, or respond to a reported concern, or where otherwise required by law.

9.6.3. Participants involved in a complaint or investigation process are expected to respect the privacy of all individuals involved.

9.7. Related Policies

9.7.1. Reports submitted under this Code may be addressed in accordance with the Daddy Sports League Discipline and Complaints Policy, Daddy Sports League Participant Safety Policy, or any other applicable league policy.

9.7.2. The procedures governing complaint handling, investigation, appeals, and disciplinary measures shall be set out in the Daddy Sports League Discipline and Complaints Policy.

10. Compliance and Discipline

10.1. Compliance

10.1.1. All Participants are expected to understand, comply with, and conduct themselves in accordance with this Code.

10.1.2. Participation in DSL activities constitutes acceptance and agreement to comply with this Code and all other applicable DSL policies, procedures, rules, and directives.

10.1.3. Participants shall cooperate fully with any review, investigation, or disciplinary process conducted pursuant to this Code.

10.1.4. Failure to comply with this Code may result in corrective or disciplinary action.

10.2. Authority

10.2.1. DSL reserves the right to investigate alleged violations of this Code.

10.2.2. DSL shall have the authority to determine whether a violation of this Code has occurred and what corrective or disciplinary measures are appropriate under the circumstances.

10.2.3. In making disciplinary decisions, DSL may consider:

10.2.3.1. The nature and severity of the conduct.

10.2.3.2. Whether the conduct was intentional, reckless, or negligent.

10.2.3.3. The safety and well-being of affected individuals.

10.2.3.4. The Participant's disciplinary history, if any.

10.2.3.5. Any mitigating or aggravating circumstances.

10.2.3.6. The Participant's level of cooperation during any review or investigation.

10.3. Corrective or Disciplinary Measures

10.3.1. Where a violation of this Code is established, DSL may impose one or more corrective or disciplinary measures.

10.3.2. Such measures may include, but are not limited to:

10.3.2.1. Verbal warning.

10.3.2.2. Written warning.

10.3.2.3. Educational or corrective requirements.

10.3.2.4. Removal from a game, event, program, or activity.

10.3.2.5. Suspension of participation privileges.

10.3.2.6. Removal from a leadership, volunteer, officiating, or captaincy position.

10.3.2.7. Expulsion from a league, program, tournament, or season.

10.3.2.8. Permanent prohibition from participating in DSL activities.

10.3.2.9. Any other measure deemed reasonable and appropriate by DSL.

10.4. Interim Measures

10.4.1. Where DSL determines that participant safety, league integrity, or the welfare of Participants may be at risk, interim measures may be imposed pending the outcome of a review or investigation.

10.4.2. Interim measures are administrative in nature and are not intended to imply guilt or responsibility.

10.4.3. Interim measures may include restricted participation, temporary suspension, removal from specific activities, or other reasonable measures deemed necessary by DSL.

10.5. Related Policies

10.5.1. Details procedures relating to complaint submission, investigations, hearings, appeals, and disciplinary processes shall be governed by the Daddy Sports League Discipline and Complaints Policy.

10.5.2. Nothing in this Code limits DSL's ability to apply any other policy, rule, procedure, or legal requirement that may be applicable to a particular situation.

11. Review and Approval

11.1. Review

11.1.1. This Code of Conduct shall be reviewed periodically to ensure it remains relevant, effective, and aligned with the Mission, Purpose, and Values of Daddy Sports League.

11.1.2. DSL may review this Code at any time where operational, legal, safety, or governance considerations warrant amendment.

11.1.3. Participants may provide feedback regarding this Code for consideration during future reviews.

11.2. Amendment

11.2.1. DSL reserves the right to amend, modify, or replace this Code as necessary.

11.2.2. Amendments to this Code shall be approved by the DSL Board of Directors.

11.2.3. Unless otherwise specified, amendments shall take effect immediately upon approval.

11.2.4. DSL shall make reasonable efforts to communicate significant amendments to Participants.

11.3. Supersession

11.3.1. This Code supersedes all previous versions, policies, guidelines, or practices addressing the same subject matter.

11.3.2. Where inconsistencies exist between versions, the most recently approved electronic version shall prevail.

11.4. Effective Date

11.4.1. This Code shall become effective on the date approved by the DSL Board of Directors.

11.4.2. This Code shall remain in force until amended, replaced, or repealed by the DSL Board of Directors.

11.5. Acknowledgement

11.5.1. By participating in DSL activities, Participants acknowledge their responsibility to comply with this Code.

11.5.2. Participants are expected to familiarize themselves with the contents of this Code and conduct themselves accordingly.

Daddy Sports League

Code of Conduct and Ethics



Amendments

DATE	CHANGE	REASON FOR CHANGE	CHANGED BY
July 28 th , 2026	Added Section 7.16: School and Facility Property	Capture third-party facility rules and conditions for use.	Brando Luner
July 21 st , 2026	Document Created.	Document Created.	Brando Luner