



ANB Objectives / Vision – 2020:

ANB Futbol’s “objectives/vision” is to assist all athletes achieve their personal futbol goals by providing a range of options:

1. Player Showcasing:

- i. Scholarship trips to the United States expose ANB Futbol athletes to the sports scholarship process. It is the onus of the athlete to potentially achieve this reward. Additionally, being part of an ANB Futbol program means you are expected to provide continued support of other Academy players who are actively looking to receive a scholarship.
- ii. Canadian University Athletic Awards program, to expose ANB Futbol athletes to the Canadian University options. It is the onus of the athlete to potentially achieve this reward. Additionally, being part of an ANB Futbol program means you are expected to provide continued support of other Academy players who are actively looking to receive a reward.
- iii. European University Study / Play program, to expose ANB Futbol athletes to the European sports study options (France, Italy, UK & Germany).

2. Overseas Tours & Trials:

- i. European Team tours expose ANB Futbol athletes to European culture, futbol atmosphere & competition.
- ii. Small group trials with international professional futbol clubs for specifically chosen individual ANB Futbol athletes. These players are identified by professional scouts through tours and / or ANB Futbol’s annual International ID Camp.
- iii. Individual trials with international professional futbol clubs for specifically chosen individual ANB Futbol athletes. These players are identified by professional scouts through tours and / or ANB Futbol’s annual International ID Camp.

3. National Team Programs:

- i. Canadian National Team Programs (Youth or Senior) exposure for ANB Futbol athletes demonstrating exceptional abilities and specifically recommended to professional contacts in the futbol industry.
- ii. Other National Team Programs (Youth or Senior) exposure for ANB Futbol athletes demonstrating exceptional abilities and specifically recommended to professional contacts in the futbol industry.

4. Career Options:

- i. Ongoing training to expose ANB Futbol athletes to other options available within the Canadian soccer culture (i.e. futbol careers, professional sports therapy, educators within the game, sports management, etc.) and take part in the game as a life-long activity.

ANB Futbol does NOT guarantee placement in any of the above options. It is up to each individual player to work towards their individual futbol goals.

- ✪ For players and parents to understand the expectations of ANB Futbol Academy Team Programs by reading and acknowledging the "Code of Conduct – 2020".
- ✪ To become both a well-rounded citizen and a better futboler.

Note: The "Code of Conduct – 2020" may be changed to ensure all points are age-appropriate.

PLAYER'S code of conduct:

- ✪ Show **respect** toward:

- one-self
- the Academy
- the game
- team-mates
- parents
- opponents
- officials
- coaches and their decisions
- laws of the game
- the training grounds
- the futbol culture

- ✪ Must be **punctual** to all practices and games, and any other activity planned for the team.

Practices: players must be **dressed and ready for practice 5 min. prior to start time**

Games: players must be **dressed and ready to play 45min. prior to scheduled kick-off time**

- ✪ Players U-15 & older are responsible to communicate directly with program coaches & managers
 - If a parent / guardian sends an email with a question and / or comment, response will be sent to the entire group in case there are similar questions or concerns from other parents / guardians

✪ ANB Players are not to participate on any non-ANB Futbol Team Programs or any other soccer events without the express written consent of the Academy Director. Failure to respect this code will result in immediate release from ANB Academy Team Programs.

- ✪ Injuries caused by activities **outside** the Academy could result in possible dismissal.

- ⊛ ANB members will **not** receive any refund after the fourth month of the Academy season. (A full-year Academy season commences in January of each year.)
 - Players requesting to leave ANB Futbol will incur a \$150 administration fee
 - All NSF cheques will incur \$25 service charge
- ⊛ ANB players are **not** to participate in activities that interfere with the ANB Futbol Team Programs' schedule. Please note that the schedule is subject to change at any time.
- ⊛ ANB Futbol staff reserve the right to request:
 - **drug testing** be performed for players in U-15 and older programs
 - **school report cards & SAT results** for players in U-15 and older programs
 - **an individual police check** for players in U-18 and older programs
- ⊛ Must be **prepared** at all times, with correct attire and equipment for all practices and games. (Note: attire is to be worn properly – i.e. no “low riding” track pants)
- ⊛ Must show **discipline on and off the field**, have **consistent attendance** at practices, games and training cycles planned for the team.
- ⊛ Players must show **commitment** to their team and are expected to **participate** in all activities planned for the year.
- ⊛ Players must be **loyal** to ANB Futbol, their team and its members.
- ⊛ Must follow **proper nutrition** and place **full effort** into the mandatory at-home fitness and technical skills training programs.
- ⊛ Players should always show **desire, determination and positive attitude** toward their learning process and be **focused** during training sessions and games in order to achieve the developmental expectation planned.
- ⊛ Players are to provide **full attention** to coaches & their teammates during training and games. **CELL PHONES** are **not** allowed to be present immediately before, during, nor immediately after training & games. Cell phones can only be used once the coach has released players from their training session or post-game talk. Players will be asked to leave training / game should they be seen using their cell phone. (Recommend leaving cell phone at home or in car if necessary)
- ⊛ Players are expected to use their **individual skills** to help the team achieve success, while at the same time, contribute as a **team player**.
- ⊛ Players must recognize that they represent their family, their country and they are **ambassadors** of ANB Futbol. They are expected to be good role models by exhibiting exemplary behaviour at all times.
- ⊛ Players **win** games **without boasting**, **lose** **without excuses** and **never quit**.
- ⊛ Have **fun** while producing **100% effort at all times**.
- ⊛ [Social Media policy \(details listed below\)](#)

COACH'S code of conduct:

- ✪ **Educate** and **develop** the fundamental skills of futbol while providing a **safe** and **positive** learning environment.
- ✪ **Respect** the players, parents, coaching staff, officials, opponents and laws of the game.
- ✪ **Introduce** and **develop** individual and team tactics, systems of play, psychological skill training and strategies all based on The ANB Training Guidelines.
- ✪ Provide **Futbol-specific** fitness training and promote a healthy and active lifestyle.
- ✪ Provide periodic assessment and feedback of the team's progress in all the above areas.
- ✪ **Ensure that players have a fun and rewarding experience and develop an appreciation for the game of futbol.**

PARENT'S code of conduct:

- Must **respect** the **coaches** and their decisions, and should show respect towards the **laws of the game**, the **players**, **officials** and **opponents**.
- Parents, **under no circumstances**, are allowed to **coach**, or deliver any type of instruction other than cheering for their child or for the team. Parents will give **positive reinforcement**, and always **encourage** their child and the team.
- Parents are not allowed to **argue** with officials, nor show any disrespect for the official's judgement, under any circumstance.
- Parents must **not use foul language** towards any member of the team, coaches, officials, or members of the opposition.
- Must refrain from discussing game-related issues with the coaches (i.e.: strategies, tactics, playing time). **Coaches will only discuss player development with parents.**
- Parents must ensure the **punctual arrival** of their child to all practices and games. Parents will also **keep coaches and managers informed on any absences (U-8 to U-13 programs only).**
- Parents are encouraged to use the proper channels of **communication** if a need or concern arises.
- Parents must control negative emotions and are encouraged to **think positively.**

SOCIAL MEDIA POLICY

ANB Futbol recognizes the importance of using social media services to improve communications with the community and its members. These services include, but not limited to, Facebook, YouTube, Instagram, Twitter, Google+, Snapchat, etc. It gives people access to immediate information and updates, conversations with ANB staff and rich multi-media experiences - depending on the social media service.

To ensure that these social media services are used in a positive matter, ANB Futbol has developed the following guidelines:

- Any online postings must be consistent with ANB policies and guidelines and will apply to everyone associated with ANB Futbol (players, coaches, managers, parents, volunteers, etc.).
- ANB Futbol reserves the right to post or remove club related social media content.
- ANB Futbol staff will need to approve all social media services or tools.
- ANB Futbol initials, name, logo and/or visual identity cannot be used for personal social media without the ANB Futbol Academy Director's approval.
- The purpose of using social media services is to support the ANB Futbol objectives, goals and programs.
- Members are not permitted to post information, photos, or other representations of sexual content, inappropriate behaviour, or items that could be interpreted as demeaning or inflammatory.
- Members are not permitted to post any racial, sexist, homophobic, anti-religious, threats of violence, harassment or any other comments of that nature to ANB members or non-members.
- Negative comments about officiating or any other member (player or staff) is not permissible.
- Any Information, announcements and news will be approved by the ANB Futbol Directors.
- Confidential or proprietary club information or similar information of third parties, who have shared such information with you on behalf of ANB Futbol, should not be shared publicly on these social media channels unless approved by ANB Futbol Directors
- A healthy dialog with constructive criticism can be useful but refrain from engaging in dialogue that could disparage peers, executive members, fans, opponents, coaching staff and ANB supporters/community (social media fans).
- Be mindful that all posted content is subject to review in accordance with the ANB Futbol "Code of Conduct".
- Please refrain from reporting, speculating, discussing or giving any opinion's on ANB Futbol topics or personalities that could be considered sensitive, confidential or disparaging.
- ANB Futbol encourages technical trainers, coaches, managers, assistants, players, parents, volunteers, office staff and membership and the Academy's supporters/community (social media fans) to use social media but reminds users that at any time they can be perceived as a spokesperson of ANB Futbol.

A few things to consider

- **Be genuine:** Social media is all about people connecting with people. Remember to humanize your social media interactions.
- **Be truthful:** Make sure you have all of the facts before you post. Cite and link to sources whenever possible to help build a community.
- **Be respectful:** Respect for the dignity of others and to the civil and thoughtful discussion of opposing ideas is critical. Feel free to respectfully disagree with a position but please do not propagate online confrontation as it reflects poorly.
- **Be positive:** A good rule of thumb: if you would not say it in person, don't say it online.
- **Encourage open conversation:** Listen to people and respond to as many comments as possible with constructive feedback.
- **Allow comments:** A good philosophy for comments is to encourage thoughtful discussion, debate and differing viewpoints, with the understanding that all comments made must be civil, respectful, and appropriate for your audience. If comments are lewd, libelous, incite violence or are otherwise hurtful or hateful speech directed at

either individuals or groups, ANB Futbol who serve as account administrators reserve the right to delete such comments.

- **Everything you post is public information:** Any comments, text or photo placed online is completely out of your control the moment it is placed online – even if you limit access to your account. Information (including photos, videos, comments, and posters) may be accessible even after you remove it.
- **What you post may affect your future:** Many university school admissions officers, scouts, professional teams, national governing bodies, volunteer organizations and employers review social networking sites as part of their overall evaluation of an athlete, candidate or employee. Carefully consider how you want people to perceive you before you give them a chance to misinterpret your information (including photos, videos, comments and postings).
- **Always think twice before posting:** If you wouldn't want your parents, friends, coaches etc. to read what you have posted then DO NOT post it.
- **Always remember that every time you post, it is PERMANENT:** Even if something is deleted it remains on the internet somewhere by someone.

Monitoring and Consequences

- Violation(s) of these policies is subject to investigation and possible sanctions by ANB Futbol Directors. ANB Futbol also reserves the right to delete such comments
- Furthermore, subject to Disciplinary action under policies set by the OSA (or until such time that the Ontario Soccer Association issues a Social Networking Policy). Temporary or permanent suspension from the team/club may also occur.

If you have any doubt about posting content on these social media sites, please consult the ANB Futbol Directors. Due to the evolving nature of social media, the policies and guidelines are subject to revision.

By signing below, I acknowledge that I have read, understood and accept to fully respect & apply the "ANB Futbol Academy Team Programs, Code of Conduct – 2020", including the "Social Media Policy"

Accepted and agreed on _____, 2020

Print Name of parent(s) / guardian: _____

Signature of parent(s) / guardian: _____

Print Name of player: _____

Signature of player: _____

anb futbol

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