

**ADDENDUM 2**  
**Pierce County Soccer Association By Laws**

**Pierce County Soccer Association**  
**CODE OF ETHICS**

***Purpose***

As an administrator, volunteer, or paid staff, I understand that the purposes of this policy are to protect the integrity of the PCSA organization's decision-making process, to enable our constituencies and the public to have confidence in our integrity and to protect the reputations of all administrators, volunteers, or paid staff.

***Communication***

As an administrator, volunteer, or paid staff, I understand the need to communicate openly and keep the appropriate parties in the communications loop. I understand that in most cases, the best form of communication is directly with the other party. I commit to communicate with the appropriate starting level of authority (i.e. individual, coach, team, club, Member Association, District, State).

I will exhaust all options for communicating directly with the individual or group involved in a problem before moving to the next higher level of authority. I will not circumvent communicating with the proper lines of authority by communicating directly with a higher level of authority before exhausting all options with the appropriate level of authority.

I will respect and support the established communications process and will not engage in communications designed to circumvent, undermine, sabotage or keep appropriate parties out of the communications loop.

***Competition***

I will ensure that I understand the Rules of Competition and seek to ensure that everyone involved adhere to the letter, intent and spirit of the Rules of Competition. It is my responsibility to understand both the intent and application of the Rules of Competition. I will not place my personal interests above the mission and goals of PCSA

While the concept of rivalry is wholly embraced, it is one of my responsibilities to ensure that it not take precedence over exemplary professional conduct. I understand that my attitude and conduct towards others should at all times be respectful, controlled and professional. I also understand that it is unacceptable to have any verbal altercation with an official, opposing coach, team or parents before, during or after a game.

### ***Conflict of Interest***

The standard of behavior at PCSA is that all administrators, volunteers, or paid staff scrupulously avoid conflicts of interest between the interest of PCSA on one hand, and personal, professional and/or business activities of the other. This includes avoiding potential and actual conflicts of interest, as well as perception of conflicts of interest.

In the course of meetings or activities, I will disclose any interest in a transaction or decision where (including my business or other nonprofit affiliations), my family and/or my significant other, employer or close associate will receive a benefit or gain. I understand that a conflict of interest will result in my removal from the meeting or activity and potentially from PCSA membership.

### ***Governing and Operating Documents***

As an administrator, volunteer, or paid staff, I understand my responsibility to thoroughly acquaint myself with PCSA Bylaws, Policy and Procedures and Constitution and demonstrate a working knowledge of these documents. I understand my responsibility to follow and enforce all PCSA bylaws, policies and procedures and Constitution at all times. This includes adhering to the letter, intent and spirit of the documents.

I will respect and support the spirit and intent of the documents and will not engage in activities designed to undermine or sabotage the documents. I understand that there is an established process for making changes to the documents and I commit to follow those processes if I desire to make a change to the documents.

### ***Health and Nutrition***

As an administrator, volunteer, or paid staff, I understand my responsibility to be educated about sports nutrition, fitness and health.

I also understand that PCSA is committed to a smoke free environment. As such, I will avoid the use of tobacco and tobacco related products at PCSA competitions, events and related activities.

### ***Support of Pierce County Soccer Association***

I will support PCSA by considering myself a “trustee” of the organization and will do my best to ensure that I will approach all PCSA issues with an open mind, prepared to make the best decision for everyone. I will respect and support a majority decision and will not engage in activities designed to undermine or sabotage a decision once it is made. I understand that there is an established process for changing a decision and commit to follow those processes if I desire to change a decision.

I understand that I have a responsibility to promote the game of soccer to the public in a positive manner. When in public, on e-mail, blogs, websites, and all social media, my comments and critiques of governing bodies, members, referees, administrators, volunteers, and/or paid staff shall be constructive.

I commit to conduct myself in a professional, respectful manner when in public and representing an individual, team, club, District and PCSA. I will also strive to assist others in conducting themselves in a professional, respectful manner when in public and representing their team, club, District and PCSA.

***Suspension and/or Revocation***

I understand that failure to follow the PCSA Code of Ethics will result in ethics charges being filed against me and may result in suspension from involvement with PCSA or revocation of my membership with Washington Youth Soccer.

I understand that this Code of Ethics is not meant to supplement good judgment, and I will respect its spirit as well as its wording.

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Signature

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Date

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Print Name