

WOODSTOCK SOCCER CLUB CONSTITUTION

(AS PER DECEMBER 2018)

ARTICLE 1 –NAME:

The name of the club shall be the Woodstock Soccer Club, hereinafter referred to as the Club. The headquarters of the club shall be located within the city boundaries of the city of Woodstock, Ontario Canada, in the Elgin Middlesex Soccer Association District, hereinafter referred to as the District Association. The current Head Office of the club shall be at Cowan Park -895 Ridgewood Drive Woodstock Ontario N4T 0A6.

ARTICLE 2 – OBJECTIVE & MISSION STATEMENT

The objective of the club is to promote, develop and provide an opportunity for any person in the City of Woodstock and surrounding area to play organized soccer at the recreational and competitive level and to assist all participants in reaching their potential through the development of players, coaches, referees and administrators.

The mission of the club is to achieve and obtain our status as the go to club in Oxford County for the highest standards of soccer.

ARTICLE 3 – ORGANIZATION OF CLUB

The club known as the Woodstock Soccer Club shall be divided into five divisions:

- a) Youth House League Programs (outdoor and indoor)
- b) Adult Recreational Leagues & Over 30 Recreational Leagues (outdoor and indoor)
- c) Youth Competitive League Programs (outdoor and indoor)
- d) Adult Competitive League Programs (outdoor and indoor)
- e) All Accessibility Soccer Programs (outdoor and indoor)

ARTICLE 4 – AFFILIATION:

The division of Youth Competitive League Programs (outdoor and indoor) along with Adult Competitive League Programs (outdoor and indoor) division will be a member in good standing with the following Associations and is subject to their published rules in declining order of authority, followed by the rules and policies of the club:

- 1) FIFA
- 2) The Canadian Soccer Association
- 3) Ontario Soccer
- 4) The District Association - Elgin Middlesex Soccer Association
- 5) The Club - Woodstock Soccer Club

The division of Youth House League Programs (outdoor and indoor), Adult Recreational League & Over 30 Recreational League (outdoor and indoor) along with the All Accessibility Soccer Programs (outdoor and indoor) division shall fall under the rulings and policies set forth by the Board of Directors for the Woodstock Soccer Club.

ARTICLE 5 – MEMBERSHIP

Members agree to uphold and comply with the Club's governing documents.

The Club has two (2) class of Membership composed of the following sub-classes:

VOTING MEMBER

Membership (for the current calendar year) shall be made up of:

- a) Annually registered players
- b) Team and club officials (Referees, Coaches, Convenors, Board Members)
- c) Parent or Guardian of a player under 18 years of age currently registered
- d) Sponsors
- e) Honorary Life Member
- f) Honorary Member - proposed by the membership at an Annual General Meeting
- g) Registered Volunteer

Voting Members, except registered players under the age of 18, shall have voting privileges at every General Meeting, Annual General Meeting, and Special General Meeting.

To be considered a Registered Volunteer a minimum of 30 volunteer hours per year must be contributed. These hours will be recorded and signed off by a minimum of two Directors of the Club and will be kept on file to ensure they meet the minimum requirements to be considered a voting member.

Although an individual may qualify for, and be registered under, more than one of the above categories, each individual holds only one Membership in the Club, and is entitled to only one vote at Member's meetings.

NON –VOTING MEMBERS

An associate Member shall be defined as individual being paid by the Club for services (excluding Referees). These individuals will be considered to have vested interest and to avoid any conflict of interest they will not have a voting right

The Club will be carried on without the purpose of gain for its Members and any profit or other accretions of the Club will be used in promoting its members.

Discipline of Members

A Member may be fined, censured, suspended or expelled from Membership for cause and only after charges have been laid in accordance with the Club's published rules and a hearing held in accordance with the Club (and Ontario Soccer, if required) rules. An individual whose Membership has been suspended loses all rights of Membership until the suspension has been terminated.

Any Member, who infringes the policies or rules of the Club or brings the Club into disrepute, may be reprimanded, suspended or expelled from the Club after a hearing by the Board of Directors of the Club or an approved Discipline Committee, at which hearing the Member is entitled to attend. Reprimand, suspension or expulsion may be reversed by motion passed by the membership at an Annual General Meeting or Special Meeting of the Club, called specifically for this purpose.

Membership in the Club is non-transferable.

A Member may not resign from the Club when the Member is subject to disciplinary investigation or action of the Club.

A Member will be expelled from the Club for failing to pay membership dues or monies owed to the Club by the deadline dates prescribed by the Club.

Good Standing:

A member will be in good standing provided the Member:

- a) Has not ceased to be a Member:
- b) Has not been suspended or expelled from membership, or had other membership restrictions or sanctions imposed:
- c) Has completed and remitted all documents as required by the Club:
- d) Has complied with the policies and rules of the Club:
- e) Is not subject to a disciplinary investigation or action by the Club, or if subject to disciplinary action previously, has fulfilled all terms and conditions of such disciplinary action to the satisfaction of the Board and paid any outstanding fees or fines.

Cease to be in Good Standing:

Members that cease to be in good standing, as determined by the Board or a Discipline Panel will not be entitled to vote at meetings of the Membership or be entitled to the benefits and privileges of membership until such as the Board is satisfied that the Member has met the definition of good standing.

ARTICLE 6 - AUTHORITY OF THE BOARD OF DIRECTORS:

The club shall be governed by an elected Board of Directors.

The Board of Directors shall consist of at least three individuals at any time.

The Directors shall be subject to the Club's Conflict of Interest Policy.

The Board of Directors shall conduct the business of the Club during the periods between general meetings of the Club and in accordance with the authority granted to it in the published rules of the Club

The Board of Directors shall be responsible for the appointment and removal of appointments of all positions within the Club except for those positions elected by the Membership of the Club. This shall include the appointment of volunteer and paid positions for coach and administrator positions within the Club's operations.

The Board of Directors may also revoke, for cause, any appointment of hiring, provided that it has followed the procedures for the revoking an appointment as outlined in the Club's published rules, or Employment Standards Act, as it applies to clubs paid employees.

The Board of Directors for the Woodstock Soccer Club is empowered, including but not limited to:

- a) Liaise with Ontario Soccer, the Elgin Middlesex Soccer Association District, Leagues and potential Leagues that the club has teams participating in, and any other soccer governing body
- b) Approve all Convenors, coaches, assistant coaches, managers, trainers, referees and volunteers
- c) Hire administration staff and employees as required to conduct the efficient day-to-day operations of the Club
- d) Discipline when necessary all committee members, members of the Board of Directors, parents and spectators in a manner consistent with the regulations of the Woodstock Soccer Club, Ontario Soccer and the principles of good sportsmanship.
- e) Raise funds on behalf of the Woodstock Soccer Club
- f) Decide and set fees for all Woodstock Soccer Club registration & programing.
- g) Recommend to the members of the Woodstock Soccer Club any additional fees, which may be considered necessary
- h) Appoint independent auditor(s) to audit the financial records of the Woodstock Soccer Club
- i) Call a Special General Meeting with public notification of a minimum of fourteen days' notice prior to the date of the meeting
- j) Appoint a person to fill any vacancy of the Board of Directors until the next Annual General Meeting.

- k) Amend the Rules and Regulations as deemed necessary by the Board of Directors.
- l) At their discretion, remove a coach or not allow a Member to coach a team.

A resolution in writing signed by all the Directors is as valid as if it had been passed at a meeting of the Board.

ARTICLE 7 - BOARD OF DIRECTORS

The Board of Directors shall conduct the business of the organization.

The board members shall be elected by secret ballot at the Club's Annual General Meeting.

The Board shall conduct no less than 10 Board meetings within the fiscal year.

Each member of the Board of Directors shall have one vote at all Board of Directors meetings except the President who has the deciding vote in the event of a tie.

A Director may hold more than one position but will only be entitled to one vote.

A Director shall be 18 years of age or older, and shall be a Member of the Club in good standing, and have a valid police check.

Tenure of Directors shall be for a two- (2) year term in even and odd years respectively.

- • President – elected odd years
- • Vice-President – elected even years
- • Director of Referees – elected odd years
- • Director of Competitive - Youth - elected odd years
- • Director of Adult League – Recreational – elected even years
- • Director of House League – elected even years
- • Director/Chairman of Discipline – elected even years
- • Director at Large (Position #1) - elected odd years
- • Director at Large (Position #2) - elected even years

ARTICLE 8 – DUTIES OF THE BOARD OF DIRECTORS

a) President shall:

- Preside over all meetings of the Board of Directors, Annual General Meeting and Special General Meetings of the Club and select a meeting place
- Prepare and approve the Board meeting agendas and minutes prior to the meetings, approving content, presentations and or delegations
- Represent the Club at all official functions unless he/she delegates that responsibility to another Board member of the Club.

- Oversee and ensure the efficient day-to-day operations of the Club
- Prepare a report for presentation at the Annual General Meeting of the Club
- Appoint committees and chairperson whenever necessary
- Be the contact person for all administration staff or employees
- Audit and approve financial expenditures as incurred during the day-to-day operation of the Club.
- Be a signing officer
- Make financial decisions on behalf of the club, ensuring those decisions fall within the constitution of the Club
- Recommend to the Club's Board, purchases of over \$500.00 for individual expenditures including equipment or maintenance of club property or positions with purchases under \$500.00 not requiring Board approval only notification. (The president can only approve individual expenditures up to \$500.00)
- Approve prior to publication ALL soccer club correspondence which will be made public
- Serve as an ex officio member of all sub-committees as determined by the Board
- Approve all newsletters, ads and promotional information in regards to the Club with assistance of the Club's Board of Directors and administrator.
- Act as the liaison between outside organizations, newspapers and television press releases
- Serve as a member of the Appeal's Discipline Committee
- Oversee the Adult Competitive League Programs (outdoor and indoor) division of the Woodstock Soccer Club
- Represent the Club at all district & league scheduled meetings for the Adult Competitive League Programs (outdoor and indoor) division of the Club

b) Vice-President shall:

- Preside over all meetings of the Board of Directors, Annual General Meeting and Special General Meetings and select a meeting place in the absence of the President
- In the absence of the President assume all responsibilities assigned to the President
- Serve as a member of the Discipline Committee
- Be a signing officer
- Oversee the All Accessibility Soccer Programs (outdoor and indoor) division of the Club

c) Director of Referees shall:

- Oversee the Club's referees & officials
- Set up and prepare all training clinics for referees within the Club
- Organize and publicize all levels of referee clinics for the Club
- Work with the five divisions of the Club to determine referees required
- Set up referee schedules in conjunction with the five divisions of the Woodstock Soccer Club
- Organize and oversee an evaluation committee to regularly assess and provide feedback for further development of individual referees

- Co-ordinate the distribution of referees' pay
- Receive and report all referee complaints/compliments to the Club's Board of Directors

d) Director of Competitive – Youth shall:

- Chair a selection committee, if required, to oversee and interview all competitive team coaches. (Coaches selection committee must include a minimum of two other Board members)
- Be responsible for all youth competitive coaching advertisements
- In the absence of the President and Vice-President preside over all meetings of the Board of Directors, Annual General Meeting and Special General Meetings of the Club
- Attend all meetings relating to Youth Competitive League play
- Report to Club Board of Directors on competitive league activities
- Co-ordinate field scheduling with Directors of Referees, City and competitive teams
- Be an advisor and aide to all members of the Club as requested
- Represent the Club at all district & league scheduled meetings for the Youth Competitive League Programs (outdoor and indoor) division of the Club
- Oversee the Youth Competitive League Programs (outdoor & indoor) Division of the Club
- Oversee the Youth Competitive League Programs (outdoor & indoor) Division, in regards to camps and third party training
- Oversee uniform and equipment requirements for the Youth Competitive League Programs (outdoor & indoor) Division of the Club, with Board approval
- Oversee the Youth Competitive League Programs (outdoor & indoor) Division of the Club, player and coaching development, with Board approval
- Promote and Educate parents on the Youth Competitive League Programs (outdoor & indoor) Division of the Club

e) Director of Adult League – Recreational shall:

- Attend all meetings relating to Adult Recreational League play
- Report to Club Board of Directors on adult recreational league activities
- Oversee the Adult Recreational League & Over 30 Recreational League (outdoor and indoor) division of the Club
- Co-ordinate field scheduling with Directors of Referees, City and adult recreational teams
- Be an advisor and aide to all members of the Club as requested
- Collaborate with the Director of Referees, for appointment of referees in respective division, due to competitiveness or non-competitiveness nature of games

f) Director of House League shall:

- Organize a pre-season meeting of all house league coaches
- Attend all meetings relating to House League play
- Report to Club Board of Directors on House League activities
- Co-ordinate field scheduling with Directors of Referees, City and house league teams

- Oversee the Youth House League Programs (outdoor and indoor) division of the Club
- Be an advisor and aide to all members of the Club as requested

g) Director of Fair Play and Discipline shall:

- Be responsible for viewing and proper storage of police record checks and applications of potential coaches for the Club
- Ensure the proper secure storage of these documents at the Club
- Head up the Discipline committee and schedule meetings whenever necessary in a timely manner
- Prepare and administer documents of decisions rendered by the Discipline Committee
- Receive written documentation pertaining to all issues and complaints as it relates to the Club
- Shall assist Directors of the Board as required with any official correspondence addressing complaints and concerns as they relate to the day to day functions of the club. This may also involve any official complaints directed at specific divisions of play.
- Ensure all minutes of discipline hearings are kept on file and in a secured location at the Club.
- Work with appropriate Board of Directors members and sit on the Club Tournaments Committee.

h) Director at Large (Position #1) shall:

- Assist the Director of House League with duties
- Assist Club Administrator with equipment and uniform management
- Work with appropriate executive members as required from Club Board of Directors
- Work with appropriate Board of Directors members and sit on the Club Tournaments Committee.
- Responsible for the communication of the club to the general public through social media, in conjunction with Administrator

i) Director at Large (Position #2) shall:

- Assist the Director of Competitive with duties
- Organize and oversee volunteer recruitment with help from Club Administrator
- Work with appropriate executive members as required from Club Board of Directors
- Work with appropriate Board of Directors members and sit on the Club Tournaments Committee.

The following duties shall apply to all of the above Board of Director positions:

- Attend all Club Board of Directors meetings
- Report to the President
- Perform duties as prescribed by the President
- Prepare a report for presentation at the Annual General Meeting of the Club
- Work with the Club Administrator ensuring the efficient day-to-day operations of the Club

- Act honest and in good faith with a view to the best interest of the Club
- Exercise the care, diligence and skill that reasonable prudent person would exercise in comparable circumstances

ARTICLE 9 – ADMINISTRATION STAFF AND EMPLOYEES:

The Club Board of Directors may hire administration staff and general or specialized employees if required for efficient day-to-day operations of the Club. Duties of such administration staff and employees will be drafted as required and will include but not be limited to:

Administrator position(s):

- Work hand in hand with independent auditor(s) approved by the Club Board of Directors to keep full and accurate records of all revenue and expenditures from the financial accounts of the Club
- Deposit all monies in the name of the Club and to the credit of the Club
- Provide monthly financial statements at Club Board of Directors Meetings.
- Shall tend to all correspondence in conjunction with the President and directors of Their respective divisions along with Director/Chairman of Discipline if required
- Oversee a committee along with the Tournament Chairperson to run Club tournaments.
- Work with appropriate executive members in regards to championship day if required.
- Giving or making available notice of all meetings of the Club Board of Directors, Annual General Meeting and Special General Meetings to persons entitled along with keeping accurate records of said meetings if required and submit such minutes for the records.

Coaching / Development position(s):

- Create and oversee a soccer development program in the Club with assistance from appropriate Board Members
- Organize a coaches' pre-season meeting in conjunction with appropriate Board Members
- Set up and organize required coaching clinics for coaches.
- Ensure competitive coaches have appropriate coaching level credentials deemed appropriate by Ontario Soccer and the Club
- Advise the President of concerns regarding coaching selection
- Provide an evaluation form with set criteria to assist the coaches in evaluating their players at the end of the current season
- Work closely with appropriate executive members to plan player development programs, referee programs and other development programs as required for the Club
- Oversee a committee if required to deal with, Player Development, Referee Development, League Development and any other Development programs in regards to the Club

ARTICLE 10 – TERMINATION OF A BOARD OF DIRECTOR MEMBER:

A member of the Board of Directors shall be relieved of their duties after ratification of a majority vote of the board during their term of office for:

- a) Missing three (3) consecutive monthly meetings without notification to the President or Club Administrator
- b) Missing six (6) of the ten (10) board meetings.
- c) Failure to complete duties as stated under his/her duties
- d) Failure to uphold the objectives and mission of the Club
- e) Found guilty of an offence under the Club or Ontario Soccer Harassment Policy
- f) Found guilty of an offence involving violence under the Club or Ontario Soccer Discipline Policy

Any Board member who has been removed from the Board of Directors for any reason shall be ineligible to be nominated for any Board position in the next year which runs from Annual General Meeting to Annual General Meeting.

Any Member of the Club may request a vote for a motion of non-confidence to remove a Member, or all, of the Board of Directors at the Annual General Meeting. If a majority of Members present (50% plus 1) vote that there is no confidence in that Director or all Directors a Special General must be held within 30 days to elect a new Director(s). A request to remove a Director(s) must be submitted to the Club in advance to be put on the Annual General Meeting Agenda, in writing via registered letter stating the cause and a minimum eight other Members signatures are required.

ARTICLE 11 – TERMINATION OF THE BOARD OF DIRECTORS:

Upon dissolution of the Club, its' property and assets, after payment of all debts and liabilities, shall be distributed to such charitable organization(s) beneficial to the community of Woodstock as decided by the Board of Directors.

ARTICLE 12 – MEETINGS

General Meetings:

An official notice of a meeting shall be available to effected members at least 14 days before the meeting is to be held as determined by the Board of Directors. Appropriate notification of meetings shall be by any of the following methods:

- Public notice
- Newspaper announcement
- Posted on social media
- Website notice

- Fax
- Email
- Posting at club office
- Any other method determined by the members.

Annual General Meeting:

The Annual General Meeting must be held once each fiscal year end of the club.

The Annual General Meeting will be held within fifteen (15) months of the last Annual Meeting and within six (6) months of the Club's fiscal year end.

The order of business of the Annual General Meeting, also known as the "AGM" shall include:

- Recorded attendance
- Acceptance of minutes of previous AGM – copies to be made available
- President's Address
- Directors' reports
- Finance report – copies to be made available
- Auditor's report – copies to be made available
- Election of board members
- Other business
- Adjournment

After the Annual General Meeting, but not later than two (2) weeks following this meeting, a final retiring Board of Directors meeting shall be held. At the termination of this meeting all outgoing directors shall cease to hold office. The newly elected directors shall take the responsibility of office.

Special General Meeting:

A Special General meeting, also known as the "SGM" may be called by the President and Board of Directors or upon receipt of a written and signed request submitted to the club. The only subject for discussion shall be items submitted in writing. The Club Board of Directors may call such a meeting annually to review and make constitutional changes.

All meetings of the club shall be conducted in accordance with the Robert's Rules of Order.

No error or omission in giving notice of any meeting of the Members shall invalidate the meeting or make void any proceedings taken at the meeting.

Meetings of the Board of Directors will be closed to Members and the public except by invitation of the Board.

ARTICLE 13 – QUOROM

A majority of the board of directors shall constitute a quorum at a Board of Directors Meeting, Annual General Meeting or Special General Meetings Club. If after 30 minutes of the appointed meeting time there is no quorum the recording secretary shall record the names of all those present and the meeting shall be adjourned until the date of the next regular or special meeting.

ARTICLE 14 – VOTING

Each Voting Member in Good Standing, is entitled to one (1) vote at any Annual General Meeting or Special General Meetings of the Club

Proxy voting is not permitted by the Club

Only Board of Directors are entitled to vote at Board of Directors meetings, except President (see Article 7)

At the beginning of each Members Meeting, the Board may appoint one or more individual who will be responsible for ensuring that votes are properly cast and counted.

Except as otherwise provided in the policies and rules, the majority of votes will decide each issue. In case of a tie, the President of the Club (or designate) shall cast the deciding vote.

ARTICLE 15 – NOMINATIONS AND ELECTIONS:

Nominations for positions on the Board of Directors may be made by any Member at the Annual General Meeting or Special General Meetings of the Club called for that purpose. Nominations and elections for positions open shall be held in order of the positions listed in the Constitution.

Elections shall be by secret ballot.

A majority of the votes cast shall be required to elect a Directors. In the event no candidate receives a majority, the candidate with the least votes shall be dropped from the ballot and another vote shall be held.

No candidate may assume a position by acclamation. In the event of a single candidate, a yes/no vote will be tallied. In the event the single candidate is defeated, that position shall remain open in accordance with the Constitution.

ARTICLE 16 –COMMITTEES:

Committees may be set up for but not limited to: budgets, fund raising, disciplinary, tournament and special events.

Committees are to meet as required.

A chairperson is to be appointed by the Board of Directors for each committee to act in the capacity of a spokesperson at the meetings of the Board of Directors.

All recommendations from committees are to be presented to the Board of Directors.

ARTICLE 17 – FINANCES:

The fiscal year of the Club shall be from September 1st to August 31st of each calendar year.

The signing officers shall be the President, Vice-President, and Director of House League and Director of Competitive – Youth, along with club Administrator if approved by the Board of Directors

The banking business of the Club will be conducted at such financial institution as the Board may determine.

All cheques, financial documents including deed(s), licenses, contracts, shall be signed by no less than two (2) of the signing officers, of whom one shall be the President or Vice President.

The Board of Directors shall authorize the payment of expenses incurred in the operation of the Club.

All bank deposits shall be to the credit of the Club and the investment of such funds in the most advantageous forms of security approved by the Board of Directors from time to time.

ARTICLE 18 – CONFLICT OF INTEREST:

A member of the Board of Directors shall be deemed to be in a conflict of interest where any matter comes before Board of Directors or Discipline Committee which concerns the team for which his/her child is playing or is eligible to play for; which his/her immediate family member is or has applied to be a member of the coaching staff; or with respect to any other matter with which they or members of their immediate family is involved.

Where a conflict of interest arises, the member of the Board of Directors who is in conflict shall first declare the conflict then absent him/herself from the meeting until the issues has been resolved.

Where a Board Member declares a conflict of interest but has significant information relating to the specific issue to be discussed, he/she may be permitted to provide that information to the remainder of the Board of Directors before absenting him/herself.

The President or his/her designate shall have the final authority to decide when a conflict of interest exists.

ARTICLE 19 – LEGAL ACTIONS:

Any member of the Club, commencing legal action against the Club or members of the Board of Directors may be suspended from all Club activities until such legal action has been resolved.

ARTICLE 20 – INDEMNIFICATION OF THE BOARD OF DIRECTORS:

Every member of the Club Board of Directors and his/her heirs, executors, administrators, estate and effects respectively, shall indemnified and saved harmless at all times from and against:

- All costs, charges, expenses whatsoever that he/she sustains or incurs in or about any action, suit or proceeding that is brought, commenced or prosecuted against him/her for and in respect of any act, deed, matter or thing whatsoever, made, done or permitted by him/her in or about the carrying out of the duties of his/her office
- All other costs, charges and expenses that he/she sustains or incurs in or about or in relation to the affairs thereof, except such costs, charges or expenses as are occasioned by his/her own willful neglect or default
- In respect of any liability, costs, charges or expenses that he/she is adjudged to be in breach of statute unless, in an action brought against him/her in his/her capacity as a member of the Board of Directors, he/she has achieved complete or substantial success as a defendant. The Club may purchase and maintain such insurance for the benefit of its Board of Directors as the Board of Directors may from time to time determine is necessary.

ARTICLE 21 – RULING ON POLICY:

Club Board of Directors will have the authority to interpret any provision of rules and policy that is contradictory, ambiguous, or unclear, provided such interpretation is consistent with the members of the club.

ARTICLE 22 – AMENDMENTS TO THE CONSTITUTION AND RULES AND REGULATIONS:

Any member of the Club to the President can submit any proposed amendments in writing and signed at least 30 days prior to a Special General Meeting, which must be held at least 30 days prior to an Annual General Meeting.

Any late submissions will discussed at the following year's Special General Meeting.

Copies of all proposed amendments will be posted on the Club website if feasible and provided to all Directors, 14 days prior to a Special General Meeting. All proposed amendments will be discussed and voted on at the Special General Meeting.

Amendments to the Constitution will require a 2/3 majority of the votes cast at the Special General Meeting

ARTICLE 23 – DISPUTE RESOLUTION:

To establish and follow written dispute resolution, appeal and arbitration procedures so as to avoid external legal action and procedures to the fullest extent possible. The Club shall adhere to the Ontario Soccer published Dispute Resolution process from time to time, in regards to the division of Youth Competitive League Programs (outdoor and indoor) along with Adult Competitive League Programs (outdoor and indoor) division, and shall make this process available to any member upon request.

Any member of the Club may initiate the Dispute Resolution processes by communicating in writing to Ontario Soccer, with a copy to the Club and District Association, the nature and facts of the dispute. Ontario Soccer, at its discretion, may proceed with the Dispute Resolution process by assigning one or more neutral persons to the dispute.

The Dispute Resolution process shall not be used for game discipline which follows the normal discipline and appeals process. The Club shall make available to any Member the Dispute Resolution process when requested.

ARTICLE 24 – HARASSMENT:

The Club shall adhere to its Harassment Policy and to the Harassment Policy of Ontario Soccer if applicable. The Harassment Policy of the club and Ontario Soccer if applicable, shall apply to all Directors of the Board, employees, volunteers, coaches, managers, game officials, administration, players and members of the Club.

ARTICLE 25 – BREACH OF THE CONSTITUTION:

Members who become aware of a possible breach of the Constitution shall report details in writing to the Board of Directors. The Board of Directors will investigate the report and take appropriate action. Matters not covered by the Constitution should be settled in accordance with the guidelines of Elgin Middlesex Soccer Association or Ontario Soccer.

Implementation:

The Woodstock Soccer Club membership approves the proposed Constitution, and authorizes to implement the policy effective immediately.

Sharon Docherty

Sharon Docherty
President WSC

Timothy Jansen

Timothy Jansen
Vice President WSC

Karen Langdon

Karen Langdon
Administrator WSC

Kevin Clarke

Kevin Clarke
Director of Discipline and Fair play WSC

Signed December 2018