

FTSC's MEMBER CODE OF ETHICS AND CONDUCT

The Federal Triangles Soccer Club (FTSC) is a not-for-profit charitable organization created to promote the growth of soccer and foster a sense of community for lesbian, gay, bisexual, transgender, queer, intersex, asexual players, spectators, officials, volunteers, supporters and our friendly allies by providing a safe venue for the play of soccer.

Our members come from diverse communities. While FTSC is focused on LGBTQ+ inclusion, our members represent nearly every background. To respect the diversity of our community, FTSC creates an environment that is accessible to everyone regardless of sexual orientation, gender identity or expression, race, national origin, age, socio-economic status, disability status, and religion. This list is not exhaustive but reflects some of the diversity embodied in FTSC.

In an effort to maintain the high standard of conduct FTSC abides and adheres to, FTSC requires ethical performance from its club members. By participating in any FTSC-sponsored event or league or joining or renewing as a member of FTSC, FTSC members and guests of members acknowledge the following Code of Conduct and shall be mindful of the following standards:

Compliance Requirements. All members are required to comply with applicable federal, state and local laws and regulations and with FTSC's policies and regulations.

Actions Prohibited by the Code of Business Ethics and Conduct. No member, volunteer or FTSC guest shall engage in the following actions:

- Authorize the use of or use for the benefit or advantage of any person, the name, emblem, endorsement, services or property of FTSC, except in conformance with FTSC's mission.
- Accept or seek on behalf of or any other person, any financial advantage or gain of other than nominal value offered as a result of the volunteer's or members' affiliation with FTSC.
- Retaliate against any Officer, volunteer or member who seeks advice from, raises a concern with or makes a complaint to any Board member, for whistleblower concerns about harassment, discrimination, fraud, waste, abuse, policy violations, illegal conduct, unethical conduct, unsafe conduct or any other misconduct by FTSC, its officers or members.
- Operate or act in any manner that is contrary to the best interest of FTSC. Failing to report misconduct is an act contrary to this Code.

The following behavior is prohibited from any FTSC-sponsored events or leagues:

- Statements or actions that are against community diversity, including but not limited to those that are racist, sexist, transphobic, or xenophobic
- Behavior that is unruly, disruptive or illegal in nature
- Abusive, disrespectful, or disruptive language or gestures to anyone
- Fighting, taunting or threatening remarks or gestures
- Any disruption to the progress of the event by participants, spectators or guests
- Verbal or physical harassment of FTSC members, guests, spectators, officials, or opposing teams in FTSC-sponsored leagues

Violations of the Code of Conduct may result in the suspension or expulsion from FTSC events or leagues without refund of member dues if applicable. FTSC encourages open and honest communications with everyone. All officers, members, participants, officials, and volunteers are encouraged to bring any concerns that they have regarding FTSC to any member of the Board. The board will address incidents brought to their attention in a timely fashion.