



CHARTER – COMMITTEE CONSULTATIONS

The EODSA attempts to be impartial and objective when engaged in its relations with the Members and is implementing a spirit of open, transparent and inclusive consultation. The following lays-out the type of conduct that Members can expect from EODSA Board, Committee and Staff Members. It tries to establish clear expectations as to the values and ethics that may be expected from its Officers, Staff and Agents when they are engaged in consultations. The intent of this is to serve as a reminder for all parties of the importance of creating a collaborative process that emphasizes mutual respect, balance, inclusion and dialogue. Creating a positive collaborative process is the responsibility of all participants and has the potential to enhance relationships, ensure full and open exchange of information and seek outcomes that provide mutual gain. This Charter should also be read in conjunction with the EODSA Code of Conduct for meetings.

Code of Conduct for EODSA Officers, Board Members, Staff and Committee Members (Hereafter “Officers and Agents”) participating in Committee Consultations and work with the Membership.

EODSA Officers and Agents who participate in consultation processes are expected to do so in good faith and with the broader interest of the soccer community in mind.

- They shall give honest and impartial advice and support.
- They shall loyally implement the directions provided and decisions taken by their governing organizations.

PROFESSIONAL VALUES: *“Serving with competence, excellence, efficiency, objectivity and impartiality.”*

- They must work within the context of the incorporation laws of Ontario and the letter and intent of the Published Rules of the governing bodies of soccer.
- They will maintain neutrality in any debate.
- They should also strive to ensure that the value of transparency is upheld while respecting their duties of confidentiality.

ETHICAL VALUES: *“Acting at all times in such a way as to uphold the trust of the Membership.”*

- Impartiality and objectivity are essential to ensure the correct discharge of duties and the positive perception of the EODSA by the Membership. Impartiality requires decisions to be taken on the basis of facts, taking into

- account only relevant matters and disregarding considerations that could interfere with neutral decision-making.
- Officers and Agents shall perform their duties and arrange their private affairs so that confidence and trust in the integrity, objectivity and impartiality of the EODSA are conserved and enhanced.
 - If the private interests of an Officer or Agent clash or coincide with the interest of the EODSA and have the potential to inhibit the individuals objectivity in the exercise of his or her duties then the individual should decline participation in the Committee consultation forum.

FOR THE EODSA: *“How ends are achieved should be as important as the achievements themselves.”*

Officers and Agents engaged in Committee consultation processes shall:

1. Ensure accountability to the EODSA by:
 - Making every effort to attend all important meetings.
 - Acting in accordance with the authority granted by the Board and ensure that other representatives understand this authority.
 - Communicating pertinent information to the EODSA regularly and seeking support for information sharing.
 - Acting quickly to raise and resolve any concerns regarding the accountability of the process or any of the representatives to protect the integrity and trust of the group.
2. Maximize the exchange of information among parties and minimize misunderstandings by:
 - Speaking clearly, listening carefully and asking for clarification if a point is not understood.
 - Sharing information related to the issues at hand.
 - Stating concerns about the process openly and directly.
 - Clearly explaining what is important to them and why.
 - Stating their perspective as concisely and briefly as possible.
3. Ensure that all participants have the opportunity to speak and all perspectives are taken into account by:
 - Seeking the participation of all interests.
 - Providing opportunities for all parties to be heard before making a decision.
4. Maintain a respectful atmosphere by:
 - Respecting each others' values and interests.
 - Avoiding accusatory language, rude behavior and stereotyping.

- Listening to what others have to say without interrupting.
- Beginning meetings on time.
- Seeking a better understanding of other perspectives with an open mind.