

## Durham Juniors Competitive Coaches Code of Conduct

### Scope:

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channelled. Thus, how an athlete regards his/her sport is often dependent on the behaviour of the coach.

The following Code of Conduct has been developed to aid coaches to establish clear expectations for coach behaviour that is focussed on supporting athletes to become well-rounded, self-confident and productive athletes **and** human beings. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights.

### Coaches Expectations:

- Be committed to a high quality Ultimate program for players with a positive environment/atmosphere.
- Communicate their philosophy with regards to playing opportunities to the athletes prior to the start of the season at the parent/team meeting and continue to communicate this as the athletes and team develop over the season.
- Be committed to improve the performance of the players and the team, physically and mentally.
- Ensure that athletes selected for a team have an opportunity to play and develop skills during the season.
- Conduct themselves in an exemplary manner demonstrating adherence to the DUC Juniors Coaches Code of Conduct.
- Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly.
- Encourage players to win within the rules and 'Spirit' of the game.
- Be enthusiastic and positive. They must ensure that they are generous with praise when deserved and direct comments or criticism at the performance rather than the athlete.
- Maintain the high standards of personal conduct and fair play.
- Never be involved in any circumstances that are offensive or suggest sexual connotations.
- Treat everyone fairly within the context of his or her activity, regardless of gender, place of origin, sexual orientation, religion, political belief or economic status.
- Consistently display high personal standards and project a favourable image of their sport and coaching by example, a coach should:
  - Refrain from public criticism of fellow coaches;
  - Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conducting of his/her duties;

- Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness of the athlete and educate athletes as to their responsibilities in contributing to a safe environment.
- Consider the athlete's future health and well-being as foremost when making decisions regarding an injured athlete's ability to continue playing or training.
- Regularly seek ways of increasing professional development and awareness.
- Actively engage athletes to uphold the rules of their sports and the spirit of such rules.
- In the case of minors, communicate and cooperate with the athlete's parent/guardian, involving them in management decisions pertaining to their child's development.
  
- **Coaches must:**
  - Ensure the safety of the athletes with whom they work.
  - At no time become intimately and/or sexually involved with their athletes. This includes request for sexual favours or threat of reprisal for the rejection of such request.
  - Respect athlete's dignity: verbal or physical behaviours that constitute harassment or abuse are unacceptable.
  - Never advocate or condone the use of drugs or banned performance enhancing substances.
  - Never provide under-age athletes with alcohol.
  - Follow the Rule of Two. The Rule of Two states that there will always be two screened coaches or chaperones with an athlete, especially a minor athlete, when in a potentially vulnerable situation. This means that any one-on-one interaction between a coach and an athlete must take place within an earshot and view of the second coach or chaperone, with the exception of medical emergencies. One of the coaches or chaperone must also be of the same gender as the athlete. Should there be a circumstance where a second screened coach or chaperone is not available, a screened volunteer, parent or adult can be recruited. This rule serves to protect minor athletes in potentially vulnerable situations by ensuring that more than one adult is present. Vulnerable situations can include closed door meetings, travel, and training environments amongst others.

**Repercussions:**

If a Coach or chaperone does not adhere to the expectations of the DUC Juniors Coaching Policy, the DUC Executive reserve the right to immediately suspend the coach from his/her duties.

Any and all breaches of the DUC Juniors Coaching Policy will be reviewed by the DUC Executive. The Executive has the power to suspend a coach or chaperone from current and future events where the coach would be representing DUC. The duration and breadth of the suspension is up to the discretion of the DUC executive.

Once the length of the suspension has expired, a coach or chaperone can apply to the DUC Executive for reinstatement. This application must be made in writing.

**Appeal:**

A coach or chaperone may choose to appeal a suspension by making a formal appeal in writing to the DUC Executive within one month of the suspension being communicated.

**Consent:**

I acknowledge that I have read the DUC Juniors Coaches Code of Conduct. By signing this form, I understand that I am required to adhere to all expectations stated in this policy. I am also aware of possible repercussions if any of the policy expectations are broken.

**Coach or Chaperone Name:****Coach or Chaperone's Signature:****Team Name:****Date:**