



Coach Code of Conduct

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal and athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channeled. Thus how an athlete regards their sport is often dependent on the behaviour of the coach. The following Code of Conduct has been developed to aid coaches in achieving a level of behavior that will allow them to assist their athletes in becoming well-rounded, self-confident and productive human beings.

By reading and signing this agreement, you are hereby acknowledging the requirements and guidelines set forth by the Club's Board of Directors.

Crush expects coaches to use the club's 'Core Values' to guide their behavior, communications and decisions. These include:

Person First

We believe our athletes should be better people after their experience in CRUSH. We are committed to a high standard of volleyball excellence; but above all, we strive to foster happy and healthy human beings. We aim to raise humble leaders who are worth following: kind people who have integrity, respect, compassion, patience and can work hard.

Teamwork

We are better together. We believe that as a collective, we are more successful. We value connection and encourage a collaborative culture of teamwork and support. Everyone involved in CRUSH is a valued member of our club. Parents, coaches, board members & athletes will always strive to be a good teammate.

Fun

Youth sports should always be fun. Although there will be hard work, athletes must enjoy it or they will not keep playing. We believe having fun instills a love for the sport and encourages lifelong physical literacy.

Inclusivity

We believe youth sports are for everyone, regardless of race, gender or economic status. If an athlete wants to play, they should play.

Player-centered

Youth sports are for the kids, not the adults. We believe parents, coaches and administrators should set their private ambitions aside to let the kids play. We strive to create a positive, constructive and supportive environment centered on the youth reaching their full potential.

Success

We are committed to CRUSH and our athletes to set, work towards, and achieve high standards of success in both sport and life.



COACHES HAVE A RESPONSIBILITY TO:

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments and feedback towards the athletic performance rather than the person.
3. Consistently display high personal standards and project a favourable image of their sport and coaching.
 - Refrain from public criticism of fellow coaches and athletes;
 - Abstain from the use of tobacco or vaping products while in the presence of their athletes and discourage their use by athletes;
 - Abstain from drinking alcoholic beverages and recreational drugs when working with athletes and at the playing site;
 - Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of their duties;
4. Ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment.
5. Allow athletes' goals to take precedent.
6. Treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly.
7. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules.
8. In the case of minors, communicate with guardians, regarding the child's development.
9. Be aware of the academic pressures placed on student-athletes and conduct practices and games in a manner so as to allow academic success.
10. Take the initiative to consistently expand your knowledge of volleyball and coaching to ensure your coaching tactics are up-to-date, effective, and support the club's 'Core Values.'

COACHES MUST:

1. Ensure the safety of the athletes with whom they work.
2. At no time become intimately and/or sexually involved with their athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.
3. Respect the athlete's dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable (definition of harassment is attached).
4. Never advocate or condone the use of recreational drugs or other banned performance enhancing substances.
5. Never provide under age athletes with alcohol or recreational drugs.



In accordance with CRUSH's *Policies & Procedures*, coaches must:

- Must follow the 'Conflict Resolution Policy' established by CRUSH to resolve conflicts.
- Must ensure their communications toward athletes, other coaches, parents, and Crush Volunteers follow the 'Core Values' established by CRUSH.
- Must recognize that all communications must reflect that youth sports are for the kids, not the adults: private ambitions must be set aside to let the kids play.
- Must communicate with athletes in a positive and encouraging way, and may NOT call out an individual athlete in front of the other athletes or parents. Getting "tough" with the entire team is acceptable when in a competitive setting as long as individual athletes are not being ridiculed or embarrassed.
- Are encouraged to NOT make promises about playing time.
- Must communicate with officials and tournament staff in a very sportsmanlike and positive way. Coaches must follow the rules of the sport in communicating with officials during a game.
- Parents shall refrain from any behaviour, or comments, which are profane, insulting, harassing, sexist, racist, abusive, disrespectful or otherwise offensive.

Coach Guiding Principles

1. While court time is limited, every effort will be made to give all eligible players the opportunity to play.
2. Our club believes volleyball is a game where work ethic, attitude, and sportsmanship are more important than winning at all costs; and these attributes can lead to success both on and off the court.
3. Coaches exert a powerful influence over their players. It is okay to have healthy high expectations; however, your main job is to create a positive, constructive and supportive environment.
4. We believe in teamness and value connection. We encourage coaches to work with players, parents, other coaches and administrators to foster a culture of teamwork and support. Everyone involved is a valued part of the Crush Volleyball Club.

I Acknowledge I have read the Coaches agreement and accept it as a guiding principle of my coaching efforts and conduct for the Club for this season.

Name of Coach: _____

Signature of Coach: _____

Date: _____