FHYAA Coaches Code of Conduct and Ethics

Fort Hunt Youth Athletic Association

Approved 11 February 2007

STATEMENT

1. For purposes of this code, coach refers to a coach, assistant coach, manager or any other individual who serves in a direct leadership position of a team within the FHYAA.

2. Coaches play a critical role in the personal and athletic development of their athletes, thus how an athlete regards a sport is often dependent on the behavior of the coach. This Code of Conduct is to aid coaches in achieving a level of behavior which will allow them to assist their athletes in becoming well-rounded, self-confident and productive human beings.

RESPONSIBILITIES

FHYAA Coaches MUST understand and agree to the following:

1. Recognize the inherent authority imbalance that exists in the athlete/coach relationship and be extremely careful not to abuse it.

2. Treat everyone with respect within the context of the activity regardless of race, color, culture, place of origin, political beliefs, religion, marital status, physical or mental disability, gender, sexual orientation or age.

3. Respect the dignity and worth of individuals and refrain from using verbally and/or engaging in physically abusive behavior. Direct comments or criticism at the performance of the team rather than the athlete. Do not abuse youth athletes physically, emotionally, or sexually.

4. Consistently display high personal standards and project a favorable image of their sport and of coaching. This includes but is not limited to:

a. Refraining from public criticism of fellow coaches, umpires and parents.

b. Abstaining from the use of tobacco products while in the presence of athletes, and discourage their use by athletes.

c. Abstaining from drinking alcoholic beverages when working with athletes.

d. Forbidding the use of alcohol in conjunction with athletic events or victory celebration at the playing site.

e. Forbidding the use of drugs and other banned performance-enhancing substances.

f. Refraining from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.

g. Refraining from intimate involvement with athletes which includes all of the following:

1) Unwanted sexual attention made by a person who knows or ought to know, that

such attention is unwanted

2) Implied or expressed threat of reprisal in the form of either actual reprisal or

denial of the opportunity for refusal to comply with a sexually oriented request

3) Implied or expressed promise of reward for complying with a sexually oriented

request

4) Sexually oriented remarks or behavior that may be perceived to create a

negative psychological and emotional environment for work and/or study.

5. Ensure the safety of athletes by ensuring that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes, and by educating athletes to their responsibilities in contributing to a safe environment.

6. Communicate and cooperate with registered medical practitioners in the diagnosis, treatment and management of athletes ability to continue playing or training.

7. Recognize and accept that athletes goals take precedence over your own.

8. Treat opponents and officials with due respect, both in victory and defeat, and encourage athletes to act accordingly.

9. Communicate and cooperate with the athletes parents or legal guardians, where appropriate.

10. Be aware of the academic pressures placed on student-athletes and conduct practices and games in a manner so as to allow academic success.

11. Work as a team to ensure the safety of our youth athletes.

12. Be timely and responsive to youth athletes statements concerning alleged abuse.

13. Understand the following definition of harassment and understand that there is no tolerance of harassment directed towards our athletes from FHYAA coaches and volunteers:

Harassment takes many forms but generally can be defined as behavior including comments and/or conduct which is insulting, intimidating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, or which creates an uncomfortable environment.

Harassment may include:

Written or verbal abuse or threats

Sexually oriented comments

Racial or ethnic slurs

Unwelcome remarks, jokes, innuendoes, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion, etc.

Displaying of sexually explicit, racist or other offensive or derogatory material

Practical jokes that cause awkwardness or embarrassment, endanger a person's safety, or which negatively affect performance

Unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation

Condescension, paternalism or patronizing behavior which undermines self-respect or adversely affects performance

Attempted or actual physical conduct such as touching, patting, pinching, etc.

Attempted or actual physical assault.

14. Coaches sanctioned by FHYAA sports shall adhere to the FHYAA Code of Ethics herein and the FHYAA Code of Conduct. Additionally, they shall abide by any other Code of Conduct established for that individual sport. The Commissioner of each sport initially shall review and investigate allegations of code violations to determine whether the allegation warrants further action, including but not limited to, deciding not to act upon a complaint, or suspension and/or removal of the individual from coaching eligibility. The Commissioner has the authority to take immediate action. All final actions by a Commissioner in response to an allegation of a FHYAA Code violation by a coach will be reported to the Board at the next regularly scheduled board meeting, or special meeting called by the President. Documentation of the allegation and any subsequent action(s) shall be handled in accordance with paragraph H.3.6 of the FHYAA Board Policies and Procedures Manual (Updated 2007). Decisions of a Commissioner may be appealed to the Board. Disciplinary decisions by a Commissioner shall be final unless it is demonstrated by clear and convincing evidence that the final decision of the Commissioner is based on error. Subject to the foregoing standard of proof, an affected party may seek review from the Board of a disciplinary decision pursuant to procedures established by the FHYAA Board Policies and Procedures Manual. Such procedures will permit the party requesting the review to present evidence on the asserted error, and the presentation of evidence and argument in response to such assertion. In the event that the Board determines that an error is present, the Board either will return the matter to the Commissioner for disposition or will issue a decision, which shall be final and noted in the official FHYAA Board minutes.

As a condition of volunteering, I give permission for the FHYAA Board, or the specific sport to which I am applying, to conduct a background check on me, which may include a review of sex offender registries, child abuse and criminal history records. I understand that, if appointed, my position is conditional upon the league receiving no inappropriate information on my background.

I also understand that, regardless of previous appointments, FHYAA, or the specific sport is not obligated to appoint me to a volunteer position. If appointed, I understand that, prior to the expiration of my term, I am subject to suspension and or removal by the specific sports Commissioner and or by the Board of Directors for violation of this Code of Conduct.

I hereby release and agree to hold harmless from liability the specific sport for which I am volunteering, FHYAA, Incorporated, its officers, employees and volunteers thereof, or any other person or organization that may provide services to FHYAA or the specific sport in which I am involved.

Infractions of this Code shall be brought to the attention of the senior official of the sport concerned, the Board of Directors, or the President, for consideration and appropriate action, in written form, except in unusual circumstances in which an oral report is clearly more appropriate.

CODES

The term adult supervisor, as used in this Code refers to all coaches, managers, umpires, referees, board members, commissioners and general managers, and all other officially designated individuals working with or representing FHYAA.

The conduct, performance, dress, mannerisms and language of each adult associated with FHYAA (whether as a board member, parent, official, umpire, referee, manager, coach, spectator, or in other capacity) should be entirely above reproach during any FHYAA activity.

Tobacco in any form, alcohol, or other drugs is prohibited in playing areas, benches, and dugouts. Use of, or actions which cause suspicion of being under the influence of these or other illegal substances, shall be grounds for ejection from the game or require vacation of the premises.

The Board shall make it a policy to give a personal copy of this Code to each adult supervisor at the time he or she assumes a position of authority with FHYAA.

Adults shall exercise particularly diligent care and judgment in dealing with the young people participating in FHYAA sports, especially regarding injury or possible injury and the potential effects on their personalities and athletic futures.

Adult supervisors shall not tolerate unsportsmanlike conduct, personality conflicts, cliques, maltreatment or harassment of individuals, nor disrespect toward any official, umpire or referee, by team members.

Adult supervisors shall bear in mind at all times that, even though winning is important in sports, it is not the most important goal of FHYAA. Developing character, having fun and learning the game are more consistent with the objectives of FHYAA and should be stressed equally with striving to win.

Adult supervisors shall adhere to all rules and safety codes of an individual sport.

Adult supervisors shall endeavor to establish and maintain close rapport with the parents of their teams members. This is important in promoting team spirit, support at games, and development of good adult-to-adult relationships, as examples for young people.

Adult supervisors and other officials associated with FHYAA shall endeavor to set the best possible example for youths to follow when engaged in any FHYAA activity.

Adults and players shall, in addition to this Code of Ethics, be subject to specific rules of conduct and play for the sport in which involved, as specified in the rules for that sport.

Adults shall bear in mind the positive effects of encouragement and reward and the negative effects of chastisement, humiliation and adverse criticism when working with youths: Praise in public, reprimand in private