



## APPROPRIATE CONDUCT OF COACHES & VOLUNTEERS

Coaches play a critical role in the academic, athletic and social development of the athletes. At all times, coaches must conduct themselves in a manner that serves as a positive role model. Coaches 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 serve as role models, are conduits through which the values and goals of the Watchung Hills Soccer Association (“WWSA”) are channeled, and their behavior greatly influences their athletes. Coaches must lead by example in demonstrating fair play and sportsmanship to all athletes, coaches, volunteers, employees, parents, referees, and spectators.

Coaches are expected to consistently display high personal standards and project a favorable image of their sport and of coaching. Coaches must treat everyone fairly, with respect and with dignity. This includes athletes, coaches, volunteers, employees, parents, referees, media, the public, and spectators. All comments or criticism shall be directed at the athlete’s performance, rather than the athlete. Coaches must further refrain from public criticism of fellow coaches.

Coaches always must place the safety and welfare of athletes above all else, including winning. An athlete's future health and well-being must be considered as foremost when making decisions regarding an injured athlete's ability to continue playing or training.

Coaches should further: (i) abstain from drinking alcoholic beverages use of tobacco including chewing tobacco, use of drugs (legal or illegal) that may impair the coach’s judgement or actions when working with athletes; (ii) refrain from the use of profane, insulting, harassing, or otherwise offensive language or behavior in the conduct of his/her duties; (iii) never advocate or condone the use of drugs or other banned performance enhancing substances; (iv) comply with the established



recommended safety precautions; (v) report any and all alleged violations of Board of Directors' policies or laws; (vi) Strictly adhere to all rules, regulations and policies of the Board of Directors, WHSA, and any tournament or league rules and policies; and (vii) abstain from excessive drinking (which affects or impairs judgement, actions or creates an environment uncomfortable to others) with parents of athletes.

Coaches must treat opponents and officials with due respect, both in victory and defeat, and encourage athletes to act accordingly. Coaches should further actively encourage athletes to uphold the rules of their sport and the spirit of such rules. Coaches should strictly adhere to all rules, regulations and policies of the Board of Directors, WHSA, and any tournament. Coaches shall respect the dignity of all others with whom they come into contact; verbal or physical behaviors that constitute harassment or abuse are unacceptable.

Coaches shall comply with all Board of Directors' policies, including its policy on Harassment and Bullying and its Policy on Sexual Abuse. Coaches shall further comply with all applicable State and Federal laws and regulations, including the Safe Sports Act. Non-volunteer coaches should not contact or in any way communicate with athletes outside the requirements of coaching or providing information about practice, games or team related activities. Coaches shall never become intimately and/or sexually involved with any athletes. Coaches will never verbally abuse or use physical force toward any athlete, coach, volunteer, employee, parent, referee, media member, member of the public, or spectator. Coaches should act and carry oneself, both on and off the field, in such a way that will promote and exhibit the principles and purpose of the WHSA and do nothing to compromise the integrity and dignity of the Association.

The Board of Directors will impose appropriate consequences and remedial actions to any coach that violates this policy, which shall be based upon the surrounding circumstances, nature and severity of the coach's conduct, and the coach's past behavior. The disciplinary or remedial actions taken shall be at the complete discretion of the Board of Directors.