



Football New Brunswick Coaching Code of Conduct

COACHING CODE OF CONDUCT

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal, as well as 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 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 in achieving a level of behaviour which will allow them to assist their athletes in becoming well- rounded, self confident and productive human beings.

COACHES WILL ADBIDE TO:

RESPECT FOR OTHERS

The principle of respect challenges members to act in a manner respectful of the dignity of all participants in sport, regardless of their connection to the sport. Fundamental to this principle is the basic assumption that each person has value and is worthy of respect.

RESPONSIBLE ACTION

The principle of responsible action carries the basic ethical expectation that the activities of members will benefit society in general and participants in particular and will do no harm. Fundamental to the implementation of this principle is the notion that each member is responsible and the consequences of their actions or inactions.

INTEGRITY

Integrity means that members are expected to be honest, sincere, and honourable in their relationships with others. Acting on these values is most possible when members possess a high degree of self-awareness and the ability to reflect critically on how their perspectives influence their

interactions with others.

HONOURING SPORT

The principle of honouring sport in general and football in particular, challenges members to recognize, act on, and promote the value of football for individuals and teams, and for society in general.

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 or criticism at the performance rather than the athlete.
- 3) Consistently display high personal standards and project a favourable image of their sport and of coaching.
 - Refrain from public criticism of fellow coaches; especially when speaking to the media or recruiting athletes.
 - Abstain from the use of tobacco products while in the presence of her/his athletes and discourage their use by athletes.
 - Abstain from drinking alcoholic beverages and using cannabis when working with athletes.
 - Discourage the use of alcohol and cannabis in conjunction with athletic events or victory celebrations at the playing site.
 - Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her 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) Communicate and co-operate with registered medical practitioners in the diagnoses, treatment and management of their athletes' medical and psychological problems. Consider the athletes' future health and well being as foremost when making decisions regarding an injured athlete's ability to continue playing or training.
- 6) Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own.
- 7) Regularly seek ways of increasing professional development and self-awareness.
- 8) Treat opponents and officials with due respect both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules.
- 9) In the case of minors, communicate and co-operate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.
- 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) Follow all direction and rules of Football New Brunswick.
- 12) Report to FNB Executive Director as required.
- 13) Always act with the best practices and what is best for FNB in mind.

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 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 drugs or other banned performance enhancing substances.
- 5) Never provide under age athletes with alcohol, cannabis, tobacco products or condone the use of.

DEFINITION OF HARASSMENT

Harassment takes many forms but can generally be defined as behaviour including comments and/ or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or groups 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
- sexual, racial, ethnic or religious graffiti
- practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- unwelcome sexual remarks, invitations or requests whether indirect or explicit, or intimidation;
- leering (suggestive staring), or other obscene or offensive gestures
- condescension, paternalism or patronizing behaviour which undermines self-respect or adversely affects performance or working conditions
- physical conduct such as touching, kissing, patting, pinching, etc.
- vandalism
- physical assault

PLAYER SUPERVISION REQUIREMENTS

- The head coach must designate a coach to remain at the field following a practice or game to ensure all players have been picked up by their parent/guardian.
- A team that is travelling together to a game or at a tournament must have established head count rules in place. Each position coach will be responsible to ensure all of their players are present before leaving on bus, plane or to any other team function.
- There must be a 1:10 ratio of team staff to player when supervising players
- While at overnight events such as nationals, players will be allotted down time. No players are

to be left unsupervised outside of the team residence unless they have signed out with the team manager. The team manager must know the following information:

- where they are going
- what time they will be returning
- who they are with
- the cell phone number of the parents/players
- the players/parents have the cell number of the team manager
- Bus supervision – Understanding that teams can sometimes have up to 55 players on a 56 passenger bus, only one coach, manager or therapist must be on the bus at all times when players are travelling. The 1:10 supervision ratio does not apply. In the event a team staff cannot be on the bus a parent should accompany the players.

PROCEDURE FOR PLAYER DISMISSAL

- All players must abide by the FNB Athlete Code of Conduct. Failure to do so may result in dismissal from the team. It is up to the Head Coach, their staff and General Manager whether a player is to be dismissed from the team. No player shall be dismissed without first contacting the Executive Director of Football New Brunswick to evaluate the reasons for dismissal.

TEAM NEW BRUNSWICK APPEARANCE

- Coaches and staff must maintain certain appearances while representing Football New Brunswick. Our teams are expected to represent themselves in a professional manner on and off the field. The following off field team policies will apply to all teams.
 - Leave no trace – all players and coaches must ensure the field, change rooms, classrooms, buses, residences etc. are maintained and cleaned after use.
 - Dress codes – Team NB clothing is to be worn at all games and Football Canada events. Coaches must wear cover footwear at practice and at games (no sandals). Players are to wear Team NB shorts when practice allows them to wear shorts.
 - Team Dining – All players and staff are to remove their hats while eating, the team arrives and leaves together and coaches are to let all players get food before them

FOOTBALL CANADA ALCOHOL POLICY

To be included once updated

I have read and understand the above statements and agree to conduct myself in a manner that demonstrates the standards established in the Coaching Code of Conduct and Coaching Code of Ethic.

Signed _____ Team Position _____

FNB Signature _____ Dated _____