

**COACHES**

**CODE OF CONDUCT**

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

To be read and signed by you as a coach of the Team: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ participating in PACT Hockey for the \_\_\_\_\_\_\_\_\_\_\_\_\_ season.

Although PACT is not officially part of USA Hockey, PACT has adopted the USA Hockey coaching ethics code as the standard under which it will operate. It is of the highest standard and therefore a meaningful code to follow. It is expected that every coach, assistant coach or anyone associated with PACT will follow this standard without deviation.

**INTRODUCTION**

This USA Coaching Ethics Code intends to provide standards of ethical conduct for coaches involved with USA Hockey and its member organizations. It provides General Principles and Ethical Standards which cover many situations encountered by coaches, with its principle goals the welfare and protection of participants with whom coaches work. Coaches will respect and protect human and civil rights and not knowingly participate in or condone unfair discriminatory practices.

**GENERAL** **PRINCIPLES**

**COMPETENCE**

Coaches will maintain a standard of excellence with regard to education and information related to coaching and make an on-going effort to maintain competence in the skills they use.

**INTEGRITY**

Coaches will exercise integrity in the practice of coaching and be honest, fair and respectful of others.

**PROFESSIONAL** **RESPONSIBILITY**

Coaches will uphold professional standards, clarify professional roles and obligations, accept appropriate responsibility for behavior and adapt methods to the needs of participants.

**RESPECT** **FOR** **PARTICIPANTS**

Coaches will respect the fundamental rights, welfare, dignity, values, opinions and worth of all participants and will be aware of cultural and individual differences including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socio-economic status.

**CONCERN** **FOR** **PARTICIPANTS**

Coaches will be sensitive to different roles and responsibilities of all participants and not exploit or mislead them.

**RESPONSIBLE** **COACHING**

Coaches will be aware of ethical responsibilities to society and the community in which they work and live as well as comply with the law and encourage the development of policies which serve the interest of the sport and PACT Hockey.

**ETHICAL** **STANDARDS**

**APPLICABILITY** **OF** **THE** **ETHICS** **CODE**

Although many aspects of personal behavior and private activities may seem far removed from the official duties of coaching, Coaches will be sensitive to their positions as role models for participants and will consistently obey the standards of the Code.

**DISCRIMINATION**

Coaches will not engage in or condone discrimination based upon age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socio- economic status or any other basis prescribed by law.

**SEXUAL** **HARASSMENT**

Coaches will not engage in sexual harassment which includes but is not necessarily limited to sexual solicitation, unwelcome physical advances and verbal or non-verbal conduct. Coaches will not deny any participants the right to participate in any activity based upon their having made or their being the subject of a sexual harassment claim.

**HAZING/BULLYING**

Coaches will not engage in or condone behavior which is harassing, harmful or demeaning to participants.

**PERSONAL** **PROBLEMS** **AND** **CONFLICTS**

Coaches will recognize a personal problem may harm participants. Coaches have an obligation to take reasonable steps to prevent impaired performance by recognizing a personal problem and seeking assistance for it.

**AVOIDING** **HARM**

Coaches will take reasonable steps to avoid harm being caused to participants whether it be physical, verbal or through electronic/social media.

**MISUSE** **OF** **INFLUENCE**

Coaches will guard against the misuse of influence and understand any action or judgment may have an effect on participants.

**OUTSIDE** **RELATIONSHIPS**

Coaches will refrain from entering into personal, professional, financial or other relationships with anyone if such a relationship may impair objectivity, interfere with properly performing coaching functions or directly or indirectly exploit or harm participants. Coaches will refrain from taking on obligations if a pre-existing relationship may create a conflict of interest.

**EXPLOITATION**

Coaches will not exploit or have a sexual or intimate relationship with participants.

**STATEMENTS**

Coaches will not make a statement which is deceptive, false, fraudulent or misleading.

**COMMUNICATION** **WITH** **PARTICIPANTS**

To avoid any misunderstanding with participants, coaches will discuss the nature and course of training with them and answer any questions they may have.

**RELATIONSHIP** **INVOLVING** **COACHES,** **PARTICIPANTS** **AND** **PARENTS**

Coaches will clarify the role of each party and any service provided relative to a relationship with participants and parents.

**ALCOHOL,** **DRUGS** **AND** **TOBACCO**

Coaches will refrain from using and discourage the availability or use of alcohol, tobacco or performance enhancing or recreational drugs in conjunction with, including travelling to or from, any PACT Hockey competition, training or practice session and prohibit the use of alcohol, tobacco or performance enhancing or recreational drugs by participants.

**GAMBLING**

Coaches will refrain from and prohibit gambling of any kind in conjunction with, including travelling to or from, any PACT Hockey competition, training or practice session.

**PORNOGRAPHY**

Coaches will refrain from and prohibit the use of pornographic or sexually explicit material in conjunction with any PACT Hockey competition, including travel to or from any PACT Hockey competition, training or practice session.

**RECRUITING**

Coaches will not recruit a participant who is already a member of another PACT Hockey team. Direct contact by a coach or his/her staff or indirect contact through an agent or parent during the playing season with a participant who is a member of another PACT Hockey team is considered tampering and is prohibited.

**EVALUATING** **PARTICIPANTS**

Coaches will evaluate participants on actual ability, attitude and performance and in a manner consistent with the Code.

**RESOLVING** **ISSUES**

**FAMILIARITY** **WITH** **CODE**

Coaches will be familiar with the Code. Lack of awareness or misunderstanding of general principles or ethical standards included in the Code will not excuse violations of the Code.

**CONFRONTING** **ISSUES**

Coaches will consult with other coaches when they are uncertain if a particular situation or course of action violates the Code.

**ORGANIZATIONAL** **CONFLICTS**

Coaches will clarify the nature of any conflict between the demands of an organization and the Code, make known their commitment to the Code and seek to resolve the conflict in a way which adheres to the Code.

**REPORTING** **VIOLATIONS**

Coaches will inform participants of any perceived violation of the Code and their right to report any violation to the president or other appropriate designee of their association. Any violation of the Code shall be addressed and referred to the appropriate law enforcement agency as required.

**COOPERATION** **WITH** **INVESTIGATIONS,** **PROCEEDINGS** **AND** **RESOLUTIONS**

Coaches will cooperate with any investigation, proceeding or resolution related to a perceived violation of the Code. Failure to cooperate in itself is a violation of the Code.

**ACKNOWLEDGEMENT**

Coaches acknowledge the USA Hockey Coaching Ethics Code is to be used by all PACT organizations. Any violation of the Code subjects the violating coach(es) to the disciplinary processes of PACT Hockey and its member organizations.

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_