

# Bethel Recreation Association

## Coaches Code of Conduct



### Preface

We, Bethel Recreation Association, believe that youth sports programs not only provide a fun experience for young athletes but also play an important role in promoting the physical, social and emotional development of children. It is therefore essential for coaches to encourage young athletes to embrace the values of good sportsmanship and fair play and for coaches to lead by example by demonstrating fairness, respect and self-control. We believe that sincere efforts to honor the words of this Code will improve the quality of our programs and the well-being of our young athletes.

### *I understand that as a coach, I must act in accord with the following Code of Conduct:*

- Always keep the **best interest and well-being of the children** as the highest priority.
- In both victory and defeat, the behavior of the coach shall model *grace, dignity and composure*.
- Coaches may not disrespectfully address or yell at an official, other coaches, players, parents or spectators.
- At no time shall a coach, player or spectator make a threat of physical harm or use physical force towards an official, supervisor, staff, or other coaches, players, spectators or parents.
- **Respect Officials-** the coach shall respect and support officials and must adhere to the Zero Tolerance Policy. Don't complain about or argue with official calls or decisions during games. If the coach feels there is an incorrect application of the rules the coach will consult the site supervisor in a positive manner. If a remedy is not found the coach will contact the Bethel Recreation Director.
- Coaches may not use profane or inappropriate language or obscene gestures.
- Stress **fair play and good sportsmanship** during practices and in games whether winning or losing. Don't engage in or allow trash-talking, taunting, boastful celebrations, or other actions that demean individuals or the sport. If one of your players is disrespectful, irresponsible or overly aggressive, take the player out of the game at least long enough for him/her to calm down.
- **Positive Coaching-**use positive coaching methods to make the experience enjoyable, increase self-esteem and foster a love and appreciation for the sport. Refrain from physical or psychological intimidation, verbal abuse, and conduct that is demeaning to athletes or to others.
- **Effort and Teamwork-**encourage your athletes to think and play as a team, to do their best and continually improve through personal effort and discipline. Discourage selfishness and put less emphasis on the final outcome, than upon effort, improvement, teamwork, and winning character.
- Coaches should provide equal playing time to the best of their ability for all the athletes.
- **Rules-**maintain a thorough knowledge of the rules and ensure that your athletes understand and follow the rules. Remember that the rules of the game are designed to protect the participants as well as to set a standard for competitions. Coaches should never disregard, circumvent or take advantage of the rules by teaching deliberate misconduct to gain a competitive edge.
- **Positive Environment-**Strive to provide a challenging, safe, enjoyable, and successful experience for the athletes by maintaining a sports environment that is physically and emotionally safe.
- Coaches are responsible for the **conduct of the parents** of your players. It is imperative to explain the game rules and the acceptable player and parent behavior. Encourage them to applaud and cheer for good plays by either team. Discourage them from yelling at the players and the referee.
- **Don't run up the score.** Getting defeated by a large margin can really demoralize young players, so please use your best judgment when teams are mismatched and keep the score reasonable.
- Coaches shall model **inclusive behavior**, actively supporting cultural diversity while **opposing all types of discrimination**, including but not limited to, racism, sexism and physical abilities.
- Coach, parents and players are expected to follow all Bethel School District policies on school grounds (**i.e. No smoking, No Alcohol and No animals.**)

### Recommended Coaching Best Practices

- Paramount concern of coaches is the development, welfare, enjoyment and **safety** of their players.
- Always remember, it's not about winning but developing mature and well-adjusted children.
- Make it fun — if it's not fun, re-evaluate how you are teaching.
- Provide positive reinforcement and build esteem — every practice, every game.
- Remember, attitude is learned, both positive and negative.

- Before a game, introduce yourself to the opposing coach and to the referee.
- After the game, thank the referee and ask your players to do the same.

### **Zero Tolerance Policy**

All individuals responsible for a team and all spectators shall support the referee. Failure to do so will undermine the referee's authority and has the potential of creating a hostile environment for everyone involved. Consequently, Bethel Recreation has adopted and modified the following rules:

1. No one, except the players, is to speak to the referee before, during or after the game. **Exceptions:** Coaches may ask questions before the game, call for substitutions, point out emergencies during the game, or respond to the referee if addressed. Coaches may also congratulate officials upon completion of game.
2. Absolutely no disputing calls, during or after the game, no remarks to the referee to watch certain players or attend to rough play. NO YELLING at the referee, EVER, and no criticism, sarcasm, harassment, foul language, intimidation, or feedback of any kind during or after the game.
3. Violators at games may be ejected and are subject to disciplinary action.
4. If coaches or spectators have questions regarding particular calls, rules, or a referee, or wish to give feedback regarding a referee please contact:

**During Games-** Supervisor

**Before or After Games-** Bethel Rec. Association Director/Board

***I hereby agree that if I fail to conform my conduct to the foregoing while coaching for Bethel Recreation I will be subject to the following disciplinary procedures and penalties:***

### **Disciplinary Procedures and Penalties**

Bethel Recreation Supervisors/Officials and Director have the right to remove any coach from a game or practice that does not abide to the Bethel Rec. Code of Conduct. Once an alleged violation is reported to the Bethel Recreation Association, the following procedures will take place:

1. The Director/Board will conduct an investigation into the alleged violation and verify details of the allegation, including interviewing the person or persons who have made the report, as well as any witnesses who may have observed the incident.
2. The Director/Board, at its discretion, may suspend a coach from participation in league activities while they investigate the allegation.
3. The Director/Board will contact the coach involved, asking for their version of the incident. The coach will have 7 days to respond.
4. The Director/Board will determine if disciplinary action should be taken based on the findings of the investigation, the nature and severity of the offense, and on whether this represents a repeat offense.
5. If a coach is found in violation of the Code of Conduct, they will be subject to disciplinary action, including but not limited to the following penalties in any order or combination:
  - **Official warning/reprimand-** In writing, a letter that gives notice that an action or conduct will not be tolerated by Bethel Rec. and the offender is made aware that future violations of the Code of Conduct will bring more severe penalties.
  - **Suspension-** While on suspension the person may not participate in any Bethel Rec. practice or game. Suspension periods may last from a period of one week to one year.
  - **Probation-** Upon completion of a suspension, the coach will be given a probation period to be determined. A person on probation that commits the same offense will be assessed a minimum of one week suspension and additional disciplinary action may be taken.
  - **Ban-** An individual may be banned when the violation is severe or is a continual occurrence that would involve the emotional or physical safety of players or other persons associated with the team, association or league. When a person is banned that person may not attend or be on any property or location that is under the control of Bethel Recreation Association. Banned periods may last from a period of one week to a lifetime ban.

**Appeal Process:** If a coach disagrees with the penalty issued they have (7) seven days to submit a letter to the Bethel Recreation Board of Directors requesting a formal hearing.

Letters can be mailed to:

Bethel Recreation Association PO Box 4250, Spanaway WA 98387