

VULS Coach & Chaperone Code of Conduct

The relationship between coaches & chaperones and their athletes is a privileged one. Coaches/Chaperones play a critical role in the personal and athletic development of their athletes, and an athlete's experience of ultimate is often dependent on the behaviour and relationship of the coach/chaperone. Coaches/Chaperones must understand and respect the power imbalance that exists in this relationship, and not abuse it. When engaged with athletes on behalf of the VUL, coaches & chaperones must also recognize they are expected to represent and support the values and goals of the VULS.

COACHES & CHAPERONES MUST:

1. Avoid discrimination & harassment at all costs.
 - a) Treat everyone fairly within the context of the organized activities, regardless of gender, place of origin, colour, sexual orientation, religion, or family status.
 - b) Respect athletes' dignity. Verbal, written, physical, or sexual harassment or abuse is unacceptable.
 - c) At no time become intimately, romantically, and/or sexually involved with athletes under their care.
2. Communicate respectful and constructively:
 - a) Direct comments or criticism at the performance rather than the athlete.
 - b) Refrain from using profane, insulting, or offensive language in the conduct of his/her duties.
 - c) Refrain from public criticism of fellow coaches or other VUL representatives.
 - d) Treat opponents and officials with respect, both in victory and in defeat, and encourage athletes to act accordingly.
 - e) Actively encourage athletes to uphold the rules of ultimate and the "Spirit of the Game."
3. Act responsibly and set a good example:
 - a) Abstain from the use of tobacco products in the presence of athletes and discourage their use by athletes.
 - b) Do not consume (or be under the influence of) alcohol or illegal drugs when in the presence of their athletes.
 - c) Never provide athletes with alcohol or illegal drugs. Discourage the use of alcohol by athletes.
 - d) Never advocate or condone the use of drugs or other banned performance enhancing substances.
4. Prioritize athletes' health and development:
 - a) Always ensure the safety of athletes for which they are responsible.
 - b) Ensure that activities undertaken are 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.
 - c) For minors, communicate and cooperate with their parents or guardians in decisions pertaining to their development.
 - d) Communicate and co-operate with registered medical practitioners in the diagnoses, treatment and management of their athletes' medical problems. Consider the athlete's future health and well-being as foremost when making decisions regarding an injured athlete's ability to continue playing or training.
 - e) Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own.
 - f) Be aware of the academic pressures placed on student-athletes and conduct practices and games in a manner to allow academic success.
 - g) Regularly seek ways of increasing their own professional development and self-awareness.

COACH & CHAPERON QUALIFICATIONS

1. All Chaperones must be 21 years or older, and Coaches 19 years or older, when they begin working with their athletes.
2. All chaperones and coaches must complete a Criminal Record Check before working with their athletes.
3. At least one Chaperone must match the gender of their team: Boys teams must have at least one male chaperone, Girls teams must have at least one female chaperone, and Mixed teams must have male & female chaperones.
4. Teams travelling to tournaments beyond Vancouver must have at least one chaperone per 12 players.
5. When travelling, chaperones must stay in same accommodation as their players, unless the players are being billeted. If billeted, the chaperone's location and phone number must be known by each family and the organizers of the event.

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 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, innuendos, 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;
- 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.

ACCOUNTABILITY

Any individual or sports organization may initiate a complaint, in writing, to the VULS Coaching Coordinator if they have evidence or cause to believe a coach has breached any part of this Code.

If any part(s) of this policy are not adhered to by the coach or chaperone, the VULS Coaching Coordinator, Executive Director, or assigned representative(s) reserve the right to suspend the coach or chaperone from further involvement in part or all of the program in question, and may direct the coach or chaperone to immediately leave all related facilities. Any contract for services with the coach or chaperone may also be terminated with cause.

A coach or chaperone may file an appeal of their suspension to the VULS Board of Directors. This application must be made in writing within 30 days of the suspension.

All coaches & chaperones must read and understand the above statements and agree to conduct themselves in a manner that demonstrates the standards established in the Coach & /Chaperone Code of Conduct.

By signing this VULS Coach & Chaperone Code of Conduct, I agree that I have read the Code, and agree to conduct myself in a manner consistent with the Code. I am aware of my responsibilities and the guidelines that I must follow as a coach/chaperone. I am also aware of possible repercussions if any of part of the Code is not adhered to.

Coach/Chaperone's Full Name: _____

Coach/Chaperone's Signature

Date

Team Name (if applicable): _____