

VULS Youth Supervisor Code of Conduct

This policy defines standards of conduct for all Youth Supervisors (coordinators, coaches, chaperones) involved in VULS youth programs. The relationship between adult supervisors and youth athletes is a privileged one. Supervisors play an important role in the personal and athletic development of youth athletes, and can significantly affect an athlete's experience of ultimate. Supervisors must respect the power imbalance in this relationship and not abuse it. In addition, when engaged with athletes on behalf of the VULS, supervisors are expected to represent the values and goals of the VULS.

A. General Requirements

1. All Coordinators and Coaches must be 19 years or older, and all Chaperones 21 years or older.
2. All supervisors must agree to this Code of Conduct.
3. All supervisors pass a Criminal Record Check.
4. 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.
5. Supervisors must ensure players have completed their registration requirements (including Consent and Conduct forms) before allowing players to compete in any tournament.
6. Coordinators must ensure parents have their contact information, and ideally a primary and secondary contact.
7. Coordinators must gather and maintain emergency information (emergency contacts, relevant allergies or medical conditions) for all participants in their program (players, coaches, and chaperones).
8. Supervisors must maintain the confidentiality of participants' personal information at all times.

B. Conduct Requirements

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. Harassment or abuse of any kind (e.g. verbal, physical, sexual) 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 about their own responsibility in contributing to a safe environment.
 - c) Communicate and cooperate with parents and guardians in decisions pertaining to player 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 academic pressures on athletes, and conduct practices & games in a manner to allow academic success.
 - g) Regularly seek ways of increasing their own professional development and self-awareness.

C. Travel Requirements

For travel to events outside of Vancouver:

1. Teams must have at least one chaperone per 12 players.
2. If a player, coach, or chaperone travels separately from the team to a sanctioned event, Coordinators must ensure they have contact information for where that person will stay prior to joining the team at the event.
3. Chaperones must stay in same accommodation as their players, unless the players are being billeted. If billeted, the coach or chaperone's location and phone number must be known by the Coordinators.
4. Coordinators must ensure players have the required travel documentation (i.e. passport, visas, etc) for areas visited.
5. Supervisors should not be alone by themselves in a room with any youth, and in private meetings there should always be a supervisor present of the same gender as the athlete.
6. At events, players must get permission from a Coach or Chaperone before leaving the venue or their accommodations.

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;
- Unwelcome remarks, jokes, slurs, innuendos, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion, etc.;
- Sexually oriented comments. Unwelcome sexual remarks, invitations or requests whether indirect or explicit;
- Displaying of offensive or derogatory material or graffiti (e.g. sexually explicit, racist)
- Jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- 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.;
- Physical assault, and vandalism.

ACCOUNTABILITY

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

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

A supervisor may file an appeal of their suspension to the Executive Director (if suspended by the Youth Coordinator or a representative) or to the VULS Board of Directors (if suspended by the Executive Director). This application must be made in writing within 30 days of the suspension.

By signing this VULS Youth Supervisor 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 youth supervisor. I am also aware of possible repercussions if any of part of the Code is not adhered to.

Name: _____ **Team (if applicable):** _____

Signature: _____ **Date:** _____