



VULS Youth Supervisor Code of Conduct

1. Scope

- a. This policy defines the expected behavior of all Youth Supervisors (coordinators, coaches, chaperones) involved in VULS youth programs in the Vancouver Ultimate League Society's Youth Ultimate Club team program (the "Program"). This includes but is not limited to the BC Ultimate Championships, the Canadian Ultimate Championships, and all other practices, tournaments, games, exhibitions, demonstrations, seminars, camps and training sessions included in the Program.
- b. Supervisors participating in the Program must represent the sport of ultimate and this program in a respectable manner at all times, both on and off the field of play. This includes at playing fields, at meals or gatherings during tournaments, in arranged accommodation, and generally when representing the Program, the Vancouver Ultimate League Society (VUL), and the sport of ultimate.

2. Requirements

- a. All supervisors must be 19 years or older, and all chaperones 21 years or older.
- b. All supervisors must agree to this Code of Conduct.
- c. All supervisors pass a Criminal Record Check once every five years.
- d. At least one chaperone must match the gender of their team
 - i. Boys teams must have at least one male chaperone.
 - ii. Girls teams must have at least one female chaperone, and
 - iii. Mixed teams must have male & female chaperones.
- e. Supervisors must ensure players have completed their registration requirements (including Consent and Conduct forms) before allowing players to compete in any tournament.
- f. Supervisors must ensure parents have their contact information, and ideally a primary and secondary contact.
- g. Supervisors must gather and maintain emergency information (emergency contacts, relevant allergies or medical conditions) for all participants in their program (players, coaches, and chaperones).
- h. Supervisors must maintain the confidentiality of participants' personal information at all times.

3. Supervisor Expectations

- a. Fair treatment. I will:
 - i. Treat everyone fairly within the context of the organized activities, regardless of gender, place of origin, colour, sexual orientation, religion, or family status.
 - ii. Respect athletes' dignity. Harassment or abuse of any kind (e.g. verbal, physical, sexual) is unacceptable.
 - iii. At no time become intimately, romantically, and/or sexually involved with athletes under my care.
- b. Communicate respectfully and constructively. I will:
 - i. Direct comments or criticism at the performance rather than the athlete.
 - ii. Not use profane, insulting, or offensive language in the conduct of their duties.
 - iii. Refrain from public criticism of fellow coaches or other VUL representatives verbally, on social media or any other communication platform.
 - iv. Treat opponents and officials with respect, both in victory and in defeat, and encourage athletes to act accordingly.
 - v. Actively encourage athletes to uphold the rules of ultimate and the "Spirit of the Game."
- c. Setting a good example and acting responsibly. I will not:
 - i. Use electronic cigarettes (vaping), consume alcohol, tobacco, cannabis or illegal drugs, and discourage their use by athletes.
 - ii. Consume (or be under the influence of) alcohol or illegal drugs when in the presence of athletes.
 - iii. Provide athletes with alcohol or illegal drugs. Discourage the use of alcohol by athletes.
 - iv. Advocate or condone the use of drugs or other banned performance enhancing substances.
- d. Prioritize athletes' health and development. I will:
 - i. Always ensure the safety of athletes for which I am responsible.
 - ii. Ensure that activities undertaken:
 1. Fall under long term athlete development (LTAD).
 2. All programs are suitable for the age, experience, ability, and fitness level of the athletes.
 3. Athletes are educated about their own responsibility in contributing to a safe environment.
 - iii. Communicate and cooperate with parents and guardians in decisions pertaining to player development.



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- iv. Communicate and cooperate with registered medical practitioners in the diagnoses, treatment and management of their athlete's 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.
- v. Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athlete's goals to take precedence over my own.
- vi. Be aware of academic pressures on athletes, and conduct practices & games in a manner to allow academic success.
- vii. Regularly seek ways of increasing their own professional development and self-awareness.
- e. Harassment. I will:
 - i. Refrain from any actions that constitute discrimination, harassment or abuse toward other players, coaches, chaperones, volunteers, etc. This includes, but is not limited to:
 - 1. any objectionable or offensive comment(s), actions(s) or display(s) that intimidate, threaten, demean, belittle or cause personal embarrassment or humiliation to another person.
 - 2. Examples may include wearing clothes exhibiting racist slogans or designs, playing vulgar, sexist, or racist music, and using discriminatory vocabulary.

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:

- a. Written or verbal abuse or threats;
- b. Unwelcome remarks, jokes, slurs, innuendos, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion, etc.;
- c. Sexually oriented comments. Unwelcome sexual remarks, invitations or requests whether indirect or explicit;
- d. Displaying of offensive or derogatory material or graffiti (e.g. sexually explicit, racist)
- e. Jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance;
- f. Leering (suggestive staring), or other obscene or offensive gestures;
- g. Condescension, paternalism or patronizing behaviour which undermines self-respect or adversely affects performance or working conditions;
- h. Physical conduct such as touching, kissing, patting, pinching, etc.;
- i. Physical assault, and vandalism.

4. Travel Requirements (for travel to events outside of Vancouver)

- a. Teams must have at least one chaperone per 12 players.
- b. If a player, coach, or chaperone travels separately from the team to a sanctioned event, supervisors must ensure they have contact information for where that person will stay prior to joining the team at the event.
- c. Chaperones must stay in the 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.
- d. Supervisors must ensure players have the required travel documentation (i.e. passport, visas, etc) for areas visited.
- e. 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. All doors to private meetings remain open.
- f. At events, players must get permission from a Coach or Chaperone before leaving the venue or their accommodations.

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5. Accountability

Any individual or sports organization may initiate a complaint, in writing, to the VULS Youth Manager 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 Manager, 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 Manager 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.

6. Consent

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 part of the Code is not adhered to.

Full Name

Team/Program Name

Signature

Date