

# Pilots Hockey Club

## Coach's Code of Conduct



In an effort to make hockey a more desirable, enjoyable and rewarding experience for all participants, and in order to further promote the organization's objectives of providing an environment where all children can have fun, develop skills, and learn sportsmanship, team play and conduct themselves as responsible law abiding citizens, the Pilots Hockey Club ("PHC") has implemented a "Zero Tolerance Policy" with respect to the behavior of players, coaches, managers, and parents who are members. By resolution of PHC's Board of Directors, each coach and each player, along with his or her parents, as members of PHC, shall agree to adhere to the Code of Conduct herein as a prerequisite to participation in the hockey program. All directors, coaches, and other officials are instructed to carry out the enforcement of the Code of Conduct.

### COACH'S CODE

- **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 USA Hockey.
- **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 USA Hockey competition, training or practice session and prohibit the use of alcohol, tobacco or performance enhancing or recreational drugs by participants.

**Penalty:** The Hockey Director, Board and Rules and Ethics Committee may determine appropriate action for ethics violations, including suspension, termination and reporting violations to external regulatory bodies.