



RoughRiders Hockey Club Cedar Rapids & RoughRiders Sports Club®

ROUGH RIDERS HOCKEY CLUB CEDAR RAPIDS - COACHES CODE OF CONDUCT

RoughRiders Hockey Club Cedar Rapids (RRHCCR) and RoughRiders Sports Club® (RRSC) Coaches are selected annually from applications received. Candidate qualifications and experience are carefully reviewed. Every attempt is made to select the best-qualified people with reference to technical ability and personal skill. Preference is given to applicants with previous successful RRHCCR experience, and the general policy of "promote from within" is followed. Once selected, coaches, assistants, and managers hold their position at the pleasure of the RoughRiders Hockey Club Cedar Rapids. Dismissal of persons holding these positions is considered a serious matter and usually results from a significant failure to meet the aims of the RRHCCR or for conduct unsuitable to the League(s) or the Club.

The Head Coaches are responsible for the day to day running of the Team. Delegation of responsibilities to assistant coaches, managers, and parents is necessary, desirable, and encouraged; however, the ultimate responsibility for these activities rests with the Head Coach. Supervision over delegated responsibilities is necessary on the part of the Head Coach, and he/she may make changes in his/her staff with the approval of the Director.

1. Head Coaches are expected to have their staff in place before the commencement of the season. A team manager should be in place a minimum of two weeks after tryouts. The Director must approve all team managers and parent coaches/volunteers.
2. Coaches and team management are expected to work in close cooperation with Club and League officials. Coaches within RRHCCR and RRSC should cooperate and maintain good communications with each other in the best interest of the Club.
3. Coaches and team management are expected to be responsive to the approved directives or requests of the League and Director.
4. Coaches and team management should be responsive to the needs and skills of their individual players, ensuring that each player has the maximum opportunity to develop his/her potential as a player.
5. Coaches and team management should demonstrate respect for other teams and coaches, parents, game officials, and Directors at all times.
6. Coaches and team management should recognize their responsibilities as leaders, educators, and role models for young players. At all times, their conduct should reflect a responsible attitude toward these roles.
7. Coaches and team management should be sensitive and responsive to parent concerns, explaining why or why not the concern will or will not be addressed.
8. Coaches and team management should be alert to family situations or problems of the players inside or outside the sport setting and take appropriate, and as necessary, discrete steps, to rectify or accommodate the situation, in consultation with the Director.
9. Coaches and team management should ensure adequate communication is made with players, parents and Directors regarding team activities and plans. This includes regular communication on games, practices, fund-raising activities, finances, and problem areas.
10. Coaches and team management should recognize that this specific sport may not be the only activity of the players. In priority, it comes after family and educational responsibilities and some accommodation is not only encouraged but, expected. The RRHCCR and RRSC believes that multi-sport athletes make better athletes. If a player is playing another sport with the RRHCCR and RRSC, accommodation for that other sport is expected and not to be held against the player.



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11. Coaches should select players to their teams based on skill, achievement, and attitude ensuring that the most skilled and deserving players are retained in the Club. Family attitude and support towards the program may be considered in borderline situations. Politics and advantageous selections have no place in the RRHCCR and RRSC.
12. Coaches and team management should ensure that each player has a reasonable opportunity to demonstrate his/her skills and abilities before selection to the team.
13. Players released from the team must be informed by the Head Coach, either on an individual or small group basis, preferably in person, giving reasons for the release, and offering encouragement to continue playing, and supplying all other options open to them. Players should be thanked and commended for coming and trying out.
14. Coaches and team management should have a set of guidelines for the team that should be clearly communicated to the players and parents and enforced equally on all players.
15. Coaches and team management should treat all players in a fair and reasonable manner. **Physical abuse, verbal abuse and racial slurs will not be condoned.** Language, conduct, and manner of coaches and team management should be appropriate to the situation and in keeping with standards expected of those representing the RRSC.
16. Coaches are expected to have a development plan in place for the team for the season. Individual practices are expected to be properly planned and relative to the development of the team as a whole.
17. Coaches are expected to be present to ensure proper supervision and conduct of the team before, during, and after games, practices, and team functions.
18. The use of qualified guest coaches and demonstrators is encouraged under the supervision of the Head Coach.
19. Coaches are expected to encourage and motivate their players toward enjoyment of the game, team play, and the highest levels of skills and achievement possible.
20. Coaches are encouraged to upgrade and develop their skills and those of their assistants. To this end, the RRHCCR and RRSC will provide financial support (with Director pre-approval) to any coach who would like to upgrade their skill set through additional training.
21. It is expected that the Head Coach and, where possible, assistants and team management attend all Coaches and Manager's meetings as arranged by the Director or appropriate RRHCCR and RRSC Executive Committee Members.
22. The manager and head coach are responsible for the behavior of the team on road trips. Any report of bad behavior or other trouble shall result in disciplinary action being taken.
23. Coaches should make sure that at least one other adult is in attendance before approaching players in the dressing room, hotel room or elsewhere. This is for the coach's protection from false abuse charges as well as for protection of the players. **Any abuse charges where this policy has not been followed will not be looked upon favorably by RRHCCR and RRSC.**
24. The head coach shall be responsible for enforcing that **all** players wear the required and approved equipment for your specific sport at all **games and practices.**
25. The head coach has the authority to suspend a player for disciplinary reasons. This action must be discussed with the Director and coaching committee **prior** to the suspension being given unless circumstances dictate otherwise.
26. I agree to follow the RRHCCR SafeSport Program and USA SafeSport Guidelines and understand any violations of these policies may result in disciplinary action.
27. I understand that these policies cannot address every possible situation that presents itself and they do not eliminate the expectation of good judgment and professional behavior at all times.
28. I will avoid being alone with players during coaching, transportation, out-of-town travel, showering, changing or any other time during my coaching assignments.
29. I will respect the dignity of all players, coaches and club members at all times.
30. I will show trustworthiness, integrity, honesty and loyalty to the RRSC's organization, Executive Committee and members at all times.
31. I will not engage in any type of abusive or bullying behavior.
32. I will never use sexually inappropriate language, jokes, materials or behaviors around players or share personal information about one's sex life.
33. I will not use physical discipline in any form. (spanking, hitting, slapping, etc.)



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34. I will take immediate action if I have a concern about the behavior of an adult towards a player.
35. I will be responsible for my actions.
36. I will report any concerns of child abuse, misconduct or violations of SafeSport and USA SafeSport immediately to the Club's Director.
37. I have read, understand and agree to comply with the *"RRHCCR SafeSport Handbook"*; this document
38. I have asked for and received clarification about any policies I did not understand;
39. I understand that failure to comply with any of these policies may result in suspension or termination of employment or volunteer duties as a coach, employee or volunteer;
40. I understand that these policies cannot address every possible situation that presents itself and they do not eliminate the expectation of good judgment and professional behavior at all times.
41. I understand that I will report any violations of these policies to the Executive Director and SafeSport Coordinator.
42. I have read, understand and agree to the comply with the *"RRHCCR Manual and Policy Guide"*;
43. The Hockey Director, Disciplinary Committee, Board of Directors, and SafeSport Coordinator will jointly address any violations and grievances associated with Coaches, players, parents or volunteers. Procedures to follow are provided in the RRHCCR Manual and Policy Guide. The General Manager for our rink will address any issues or violations with employees.
44. I have read, understand and agree to comply with the *"RRHCCR Policy Handbook"*; this document
45. I have asked for and received clarification about any policies I did not understand;
46. I understand that failure to comply with any of these policies may result in suspension or termination of employment or volunteer duties as a coach, employee or volunteer;
47. I understand that these policies cannot address every possible situation that presents itself and they do not eliminate the expectation of good judgment and professional behavior at all times.
48. I understand that I am responsible for the payment schedule for tuition fees;
49. I have read, understand and agree to the comply with the *policies*;
50. The Hockey Director, Disciplinary Committee, Board of Directors, and SafeSport Coordinator will jointly address any violations and grievances associated with Coaches, players, parents or volunteers. The General Manager for our rink will address any issues or violations with employees.

Name: _____

Age Group and Team: _____

Season: _____

Signature: _____

Date: _____