

Storm Code of Conduct

Introduction

Youth sports programs play a critical role in promoting the physical, social and emotional development of children. It is therefore essential for coaches and parents to encourage youth athletes to embrace the values of good sportsmanship. Moreover, adults involved in youth sports events should be models of good sportsmanship and should lead by example by demonstrating fairness, respect, and self-control.

Definitions

1. The following terms have these meanings in this Policy:

a) 'Individuals' - Surrey Storm Fastpitch Association, herein referred to as Storm, members and individuals engaged in activities with Storm including, but not limited to, athletes, coaches, umpires, officials, volunteers, directors, officers, managers, administrator, parents/guardians of Storm members, and spectators at Storm events.

Purpose

2. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment within Storm programs, activities and events, by making all individuals aware that there is an expectation of appropriate behavior, consistent with the values of Storm, at all times.

3. Storm is committed to providing an environment in which all individuals are treated with respect. Further, Storm supports equal opportunity and prohibits discriminatory practices. Members of Storm are expected to conduct themselves at all times in a manner consistent with the values of Storm that include fairness, integrity, open communication and mutual respect.

4. Conduct that violates this Code of Conduct and Ethics may be subject to sanctions pursuant to Storm's policies related to discipline and complaints.

Application of this Policy

5. This policy applies to Individuals relating to conduct that may arise during the course of Storm's business activities and events, including but not limited to, office environment, competitions, practices, games, tournaments, training camps, travel and any meetings of Storm committees or the Board of Directors.

6. This policy applies to conduct that may occur outside of Storm's business and events when such conduct adversely affects relationships within Storm's work and sport environment and is detrimental to the image and reputation of Storm.

7. Conduct arising within the business activities and events of clubs or other organizations affiliated with Storm will be dealt with using the policies and mechanisms of such organizations.

Responsibilities

8. Storm coaches and team executives are responsible for the conduct of your entire team; including your athletes and parents. It is therefore your responsibility to:

a) Maintain and enhance the dignity and self-esteem of Storm Members and other Individuals by:

- 1) Demonstrating respect to individuals regardless of body type, athletic ability, gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
- 2) Focusing comments or criticism appropriately (the performance not the person) and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
- 3) Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
- 4) Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
- 5) Consistently treating individuals fairly and reasonably;
- 6) Ensuring that the rules of softball, and the spirit of such rules are adhered to;
- 7) Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of your duties.

b) Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behavior that constitute harassment include, but are not limited to:

- 1) Written or verbal abuse, threats or outbursts;
- 2) The display of visual material which is offensive or which one ought to know is offensive;
- 3) Unwelcome remarks, jokes, comments, innuendos or taunts about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
- 4) Leering or other suggestive or obscene gestures;
- 5) Condescending or patronizing behavior, which is intended to undermine self-esteem. diminish performance or adversely affect working conditions;
- 6) Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance;
- 7) Any form of hazing;
- 8) Unwanted physical contact including touching, petting, pinching or kissing;
- 9) Unwelcome sexual flirtations. advances, requests or invitations:
- 10) Physical or sexual assault

- 11) Behaviors such as those described above that are not directed towards individuals or groups but have the same effect as creating a negative or hostile environment or
- 12) Retaliation or threats of retaliation against an individual who reports harassment.
- c) Refrain from any behavior that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments, advances or conduct of a sexual nature.
- d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- e) In the case of adults, avoid consuming alcohol and tobacco products in situations where minors are present and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with Storm events. Discourage the use of alcohol in conjunction with athletic events or victory celebrations at the playing site.
- f) Never provide underage athletes with alcohol or tobacco.
- g) Respect the property of others and not willfully cause damage
- h) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods.
- i) Comply at all times with the Constitution, Bylaws, policies, rules and regulations of Storm, as adopted and amended from time to time. If there is not a policy or rule documented, you will comply with the decisions of the Storm Executive.

Coaches

9. In addition to paragraph 8 above, Coaches have additional responsibilities. The athlete-coach relationship is a privileged one and plays a critical role in the personal as well as athletic development of their athletes. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches will at all times:
- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age (remembering the large range of emotional and physical development), experience, ability and fitness level of athletes, including educating athletes as to their responsibilities in contributing to a safe environment.
 - b) Prepare athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm athletes.
 - c) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment and management of athletes' medical and psychological problems.
 - d) Under no circumstances, provide, promote or condone the use of drugs or performance-enhancing substances.

- e) Accept and promote athletes' personal goals and refer athletes to other coaches and sports specialists as appropriate and as opportunities arise. Allow athletes goals to take precedence over their own.
- f) At no time engage in an intimate or sexual relationship with an athlete of under the age of 18 years and at no time engage in an intimate or sexual relation with an athlete over the age of 18 if the coach is in a position of power, trust or authority over the athlete.
- g) Where an athlete has qualified for a training camp, provincial team, national team, etc., the Coach will support the program, its applicable coaching staff and Storm.
- h) Regularly seek ways of increasing professional development and self-awareness and to do my best to organize practices that are fun and challenging for all my players.
- i) Be knowledgeable in the game rules, and I will teach these rules to my players.
- j) Treat opponents and officials with due respect both in victory and defeat and encourage athletes to uphold the rules of their sport and the spirit of such rules.
- k) In the case of minors communicate and cooperate with the athletes, parents or legal guardians, involving them in management decisions parenting to their child's development.
- l) Remember that I am a youth sports coach, and that the game is for children and not adults.

Athletes

10. In addition to paragraph 8 above, your athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion where such problems may limit the athlete's ability to travel, train or compete.
- b) Participate and appear on time in all competitions, practices, training sessions, events, activities or projects.
- c) Properly represent themselves and not attempt to enter a competition for which they are not eligible by reason of age, classification or other reasons.
- d) Adhere to Storm's rules and requirements regarding clothing and equipment.

Parents/Guardians, Volunteers and Spectators

11. In addition to paragraph 8 above. Parents/Guardians of Storm Members and Spectators at events will:

- a) Encourage athletes to play by the rules and to resolve conflicts without resorting to hostility or violence:
- b) Never ridicule a participant for making a mistake during a performance or practice;

- c) Provide positive comments that motivate and encourage participants continued effort;
- d) Respect the decisions and judgements of officials, and encourage athletes to do the same;
- e) Never question an umpire/officials' or "Storm" staffs' judgement or honesty,
- f) Respect and show appreciation to all competitors and to the coaches, officials, umpires and other volunteers who give their time to the sport.
- g) Keep off of the playing area and not interfere with play or calls.

Acknowledgement

I acknowledge that I will not be able to participate as a volunteer for Surrey Storm Fastpitch Association until a signed copy of this Code of Conduct is returned to the President or Vice President in which I have been selected by Storm to participate as a coach.

I hereby agree that if I fail to conform my conduct to the foregoing while attending or coaching any Storm event, I will be subject to disciplinary action, including but not limited to the following in any order or combination.

- a) Verbal warning issued by Storm
- b) Written warning issued by Storm.
- c) Suspension or immediate ejection from a game issued by a representative of Storm, who is authorized to issue such suspension.
- d) Suspension from multiple games issued by Storm.
- e) Season suspension or multiple season suspension issued by Storm

I therefore guarantee to be responsible for my words and actions while performing any event in which I am representing the Surrey Storm.