

# TEAM STAFF CODE OF CONDUCT

The SnVYSA Board aspires to help all youth soccer players develop physically, mentally, and emotionally over time while participating in SnVYSA organized and supervised programs.

This **Team Staff Code of Conduct** applies to all non-coach volunteers participating in SnVYSA’s Recreational and Cascade FC programs and any other SnVYSA organized and supervised activity or event.

The SnVYSA Board has adopted this Team Staff Code of Conduct and expects all team staff volunteers to agree and comply with it. Violation of this Team Staff Code of Conduct may result in disciplinary action up to and including that which is outlined below.

I AFFIRM I WILL:
<b>Sportsmanship</b>
Hold myself to the highest standard of volunteering and promote a positive and safe environment for all participants.
Model positive behavior and understand that my behavior and conduct can influence the behavior of my teams’ players, parents, and spectators.
Accept feedback and seek continuous personal and professional improvement.
Set a positive example for both players and spectators by demonstrating humility in victory and composure in defeat.
<b>Respect</b>
Treat all coaches, players, team staff volunteers, opponents, spectators, and referees with respect on and off the field always.
Respect and follow the rules of the fields and facilities and keep them clean and in good condition.
<b>Behavior</b>
Appreciate diversity and ensure that everyone is treated with fairness and respect.
Maintain appropriate relationships with players by establishing healthy boundaries and exercising caution when participating in social activities with players outside of team events.
Treat all players with equal dignity and compassion.
<b>One on One Interactions</b>
Follow the SnVYSA Safety and Prohibited Conduct Policies for One-on-One interactions with minor athletes which include private training, changing areas, social media, electronic communications, travel, lodging, and transportation.
<b>Communications</b>
Communicate with honesty and integrity, while maintaining appropriate boundaries and following all state, league, association, and club standards for communication, including on social media.
Ensure appropriate meeting environments are observable and interruptible by another adult, specifically related to time and location.
<b>Safety</b>
Ensure facilities, equipment, and resources provided meet appropriate safety standards.
Ensure the team and staff have appropriate and readily available access to hydration and fluid needs.
Ensure the association has emergency equipment, training and emergency action plans that they are prepared to execute in the interest of health and safety across all stakeholders.
Place the safety and welfare of all players first before the score of the game.
<b>Reporting</b>
Understand and act upon the SafeSport mandatory reporting obligations and report any suspected child abuse to law enforcement and to the U.S. Center for SafeSport.
Self-report my behavior to my direct supervisor if I violate this Team Staff Code of Conduct or applicable prohibited conduct policies.
Report any safety concerns in good faith to the SnVYSA Board, Cascade FC Directors, and/or U.S. Center for SafeSport when I believe any individual engaged in any SnVYSA organized and supervised event has violated the Codes of Conduct, Prohibited Conduct, or other Safety policies.

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I AFFIRM I WILL NOT:
<b>Policies</b>
Violate this Code of Conduct or any other policies set forth by SnVYSA, the U.S. Center for Safe Sport, or any game league.
<b>Behavior</b>
Verbally, physically, sexually, or emotionally abuse, harass, or haze any player, peer, team staff volunteer, coach, parent, or referee.
Use derogatory, discriminatory, or profane language while in attendance at any practice, game, or team event.
Engage in conduct with a player that could be reasonably construed as romantic or sexual, including, but not limited to, pursuing or maintaining a romantic relationship where a power imbalance exists.
Show excessive favoritism toward one player over another.
Intentionally isolate, shame, or single-out a player that is in a destructive or harmful way.
Retaliate against a player, parent, peer, coach, or referee, including, but not limited to, in response to when a concern has been raised about you the team staff volunteer.
<b>One on One Interactions</b>
Transport a minor athlete without the prior written consent by the parent or legal guardian unless there is another adult or at least two minor athletes who are 8 years of age or older in the vehicle.
Communicate to any minor athlete privately by sending or replying by electronic communications (email, text, or other social media platforms) without including the parent, legal guardian or another participating adult.
Share a hotel room alone with a minor athlete. Parents and legal guardians must provide prior written permission for a minor athlete to travel alone with an adult to SnVYSA for all SnVYSA supervised and organized programs, events and activities that require lodging.
<b>Social Media</b>
Follow any minor player athletes participating in a SnVYSA organized and supervised activity on their personal and private social media pages and platforms. Team staff volunteers may follow SnVYSA, Cascade FC, or team social media official pages.
<b>Illegal Substances</b>
Illegally use or possess drugs, alcohol, tobacco, marijuana, or vape while participating in a SnVYSA organized and supervised practice, game, team event, camp, clinic, or any other field event.

### Discipline For Violations

If a team staff volunteer violates this **Team Staff Code of Conduct**, the team staff volunteer **MAY** face disciplinary action by the SnVYSA Executive Committee, or the SnVYSA Disciplinary Committee based on the severity of the offense from a verbal warning up to including removal from the team and/or association.

All Team Staff Code of Conduct violations are required to be documented. Any violation that may result in the team staff volunteer being suspended or removed will be escalated to the SnVYSA Executive Committee or the SnVYSA Disciplinary Committee for review and decision before a team staff volunteer is suspended or removed.

I have read, understand and agree to comply with this Team Staff Code of Conduct.

**Team Staff Volunteer Electronic Signature (required)**