



TEA PARK & RECREATION

COACHES CODE OF CONDUCT

Adopted December 18, 2018

Tea Park & Recreation Board

PREAMBLE

In accord with its mission, Tea Park & Recreation provides programming to increase participation in youth sports while improving skills. Youth sport uniquely offers formative experiences which provide life-long lessons, including self-discipline and controlling emotions amid adversity. For this reason, TPR will establish responsible environments that nurture healthy conduct of and good citizenship.

Participation in Tea Park & Recreation is a privilege. The misconduct of a player or their parent(s)/guardian(s) or both may cause privileges to be revoked. Demonstrating good sportsmanship is an expectation of all individuals involved in TPR activities, including all elected and appointed TPR officials, coaches, referees, parents, fans and players. The governing board of this association views the implementation of this code as both essential and vital to its efforts to achieve the vision established for our organization.

EXPECTATIONS FOR APPROPRIATE CONDUCT

The guidelines contained here within support the establishment and maintenance of an environment that fosters positive human growth in youth. These guidelines should not be interpreted to be an all-inclusive list of Association rules concerning player, coach, and parent behavior for anticipating every example of behavior unbecoming of the expectation they establish is not possible.

Therefore, by acknowledging one's successful receipt of this document and professing one's understanding of its content, players, coaches, and parents affiliated with TPR are expected to conduct themselves in a manner that is respectful of others and reflects positively on TPR and the Tea community. Players are expected to use good judgment and common sense in their behavior consistent with social standards of conduct normally expected in youth athletic setting and core values of Tea Park & Recreation.

Violations of the Code of Conduct will be presented to the Disciplinary Board in accord with the procedures outlined here within.

All participants in TPR will:

- Insure their conduct demonstrates good sportsmanship and represents TPR in a positive manner.
- Know, understand, and abide by the rules of TPR and affiliated youth programs.
- Conduct his/herself in accordance with the "Code of Conduct" detailed in this document.
- Refrain from physically, verbally, or psychologically abusing any player, parent, game official, spectator, or Board member or volunteer.
- Adhere to the "24-Hour Rule"

24-HOUR RULE

Coaches/coordinators/managers/board members and parents are required to wait 24-hours before discussing any game or incident/situation that occurred during the game which has provoked an adverse, emotional response or led to a hostile situation. The intent of this rule is to move an emotional and confrontational discussion away from the presence of players, to allow the parties to permit emotions that might be running high to wane, and to better-compose themselves. Placing the provoking incident in perspective before meeting to discuss it lends the best opportunity for identifying constructive take-aways. When we honor the 24-hour rule, those life-lessons we seek for youth are more likely to be captured.

COACHES CODE OF CONDUCT

A coach is responsible for the operation and conduct of his/her team. He/she is the teacher of skills and a developer of players: socially, psychologically and physically. The coach is responsible to the Tea Park & Recreation Director and the Tea Park & Recreation Board. These responsibilities include:

A. Responsibility to "The Game"

1. Coaches are role models. As such, they shall always conduct themselves so as to maintain the highest principles for human conduct, examples of integrity, and witnesses for how to show respect for the game.
2. Coaches are responsible for knowing, understanding, and following all rules of the game as established and directed by Tea Park & Recreation and any other governing entities.
3. It is the coach's responsibility to make sure that all players understand the rules and the reasoning for why they have been promulgated, even when the coach disagrees with the rule. Coaches, therefore, are expected to only use legitimate processes through which positive change to those rules might be affected.

B. Responsibility to Tea Park & Recreation

1. Coaches are educators. The field serves as classroom, practices provide skills, and competition allows for the application of instilled disciplines along with the forum in which pursuit of excellence might be measured. This primary function of the coach must never be disregarded. Behavior that reflects poorly on the game or Tea Park & Recreation undermines a coach's ability to function effectively in this essential role.
2. Coaches must insure that their program is being conducted and promoted properly. While there are definable duties in which coaches hold primary responsibility, coaches are also responsible for having an awareness of all institutional activities that may affect their program's performance and reputation.
3. Coaches must immediately notify the Park & Recreation Director or a Tea Park & Recreation Member of any situation that might violate any Tea Park & Recreation rules or regulations.
4. Enforce common rules regarding care of equipment and facilities which include the following:
 - Restrain the players from damaging the field or related equipment.
 - Return any Tea Park & Recreation equipment and jerseys to the Park & Recreation Director immediately following the season, unless directed otherwise.
 - Safeguard other facilities and equipment utilized.

COACHES CODE OF CONDUCT (continued)

C. Responsibility to the Student-Athlete

1. Be passionate and make the game fun.
2. Coaches should never place the value of a win above the objective of instilling the highest ideals and character traits in their players.
3. The safety and welfare of the players should always be upmost in their mind and these values must never be sacrificed for personal prestige or personal gain.

The diagnosis and treatment of injuries is a medical problem and coaches should always defer to the proper medical authorities without the slightest interference.

4. Coaches should never teach their players tactics or skills designed to circumvent the intent of the rulebook and the standards of fair play.
5. Players will be held accountable by coaches. Whenever players exhibit unsportsmanlike behavior on their own, it is the responsibility of the coach to address that behavior and end it immediately. Coaches are responsible for the conduct of their players on the field and immediately following a game.
6. Coaches are responsible for knowing and following the Tea Park & Recreation rules and any other governing entity's playing rules. Coaches should not knowingly jeopardize the eligibility and participation of any student-athlete due to ignorance of the rules and their application.
7. Respect the fact that Tea Park & Recreation participants are student-athletes: emphasize the importance of academics and limit the demands placed on athletes outside of scheduled field time to respect the athlete's need to study and rest adequately for learning.
8. Respect, encourage, and compliment players. Use constructive criticism that focuses on skill improvement only. Praise publicly, correct privately.
9. Develop the skills of every player within his/her personal limits of their physical, mental, and emotional abilities. A great coach holds an incredible impact on all his/her students.
10. Demonstrate proper control of emotions at all times, because the coach is the model for the player.
11. Enforce team rules fairly, without prejudice toward any one player.
12. Maintain team discipline. When a player is disciplined, the coach should fairly inform the player of the reasons for the punishment before leaving the field. Matters of discipline should be discussed privately between the player and the coach. Always have another adult in the area.

COACHES CODE OF CONDUCT (continued)

D. Behavior Toward Officials

1. All game officials- including but not limited to officials, scorers, host facility personnel- shall at all times be treated in a professional and courteous manner.
2. In particular, officials should be treated with respect at all times. It is the particular responsibility of the host coach to insure for the safety and well-being of these officials in that host facility.
3. Coaches should be sensitive to the impropriety of private meetings with officials before, during, or after the contest, without the presence of a representative of the opposing team.
4. Coaches wishing to express displeasure with an official's conduct must follow the proper procedure for making grievance as established by the Tea Park & Recreation Board.

E. Coaches Rights and Responsibilities

1. To expect team members to show up at practices and be dressed and ready to listen before the specified/assigned practice time reserved for the team at the facility.
2. The right to exercise reasonable discipline over the team and for the team to respond to that discipline without any verbal or physical abuse.
3. The right to penalize player's scheduled time of play or games depending on the severity of the offense.
4. The right to expect team members to be responsive to his/her instructions.
5. The right to expect parental support for punitive actions taken in the wake of poor conduct by players.
6. Expect parents' attendance at games and their assistance provided for the good of the team when requested of them.

SUBSTANCE ABUSE POLICY

Coaches: Coaches will refrain from the use of alcohol and tobacco prior to and during practices and games. When traveling with the team, use discretion with regard to alcohol consumption and tobacco use. Please use discretion in the consumption of alcohol when players and children are present.

Disciplinary Committee: Instances involving illegal use of a controlled substance or abuse of alcohol will be brought to the disciplinary committee for review and action. Coaches accused of violations will have a fair and impartial hearing before the committee before disciplinary action is taken.

GRIEVANCE POLICY AND PROCESS

A Discipline Committee has been established by the Tea Park & Recreation Board to help enforce the TPR Code of Conduct. It is the intent of the Discipline Committee that any individual participating in the activities in Tea Park & Recreation including but not limited to, players, coaches, officials, fans, and parents exhibit qualities of good sportsmanship and civil behavior and abide by the Code of Conduct established by Tea Park & Recreation.

Most disputes are minor and can be resolved at the team level by following the principle of subsidiarity through the use of appropriate channels for meeting, discussing the multiple viewpoints, and resolving disputes by achieving a common understanding of what transpired and why the conduct has been deemed to have not been in accord with the Code. This is true whether the dispute involves a coach, player, parent, or a member of the Tea Park & Recreation Board.

If individuals cannot resolve their differences, then a written and signed complaint can be given to a Tea Park & Recreation Board member or the Park & Recreation Director. Within five days of receipt of an allegation, the Park & Recreation Director will arrange for a meeting between the parties involved to resolve the issue. This meeting will be held no later than 14 days from receipt of the written complaint. A formal summary of the meeting will be documented and presented by the Park & Recreation Director at the next scheduled Tea Park & Recreation Board meeting. If the issue remains unresolved, the full board will be responsible for final adjudication and documentation as part of the Board minutes.

Discipline Committee

The Discipline Committee will comprise of three Tea Park & Recreation Board members including the ones organizing the league. The Tea Park & Recreation Director, in a non-voting capacity, shall chair Committee proceedings.

General Disciplinary Process

Tea Park & Recreation reserves the right to take action that ensures the integrity and fidelity of the association, including actions that ensure participants (Players, Coaches, Parents, Board Members) are acting within the spirit and letter of the Tea Park & Recreation rules and policy.

Actions may include, unless explained specifically elsewhere:

1. Verbal Warning
2. Written Warning and reprimand
3. Assignment of restorative acts (Training, apology, etc.)
4. Suspension from games and activities
5. Exclusion from Tea Park & Recreation events
6. Removal from Tea Park & Recreation

PENALTIES FOR PLAYER MISCONDUCT

Any player who engages in fighting, violence or any form of intimidation, or who receives a misconduct penalty, or two unsportsmanlike penalties in one game will be disciplined as follows:

First Offense

- If penalty is called in a game the player will serve the TPR-imposed penalty
- If penalty is not called or misconduct occurs at practice or off-field, coaches and/or discipline committee will determine penalty.

Second Offense

- Player is suspended, from all activities, until a meeting can be held with the Discipline Committee and the player, parents, coach.
- The meeting will take place within 5 days of the offense.
- The Discipline Committee will determine a sanction based in the circumstances. The sanction will be no less than a two-game suspension.
- The TPR Board reserves the right to impose sanctions in excess of these norms if aggravating circumstances are present.

Notes:

1. The Park & Recreation Director or a member of the Discipline Committee will notify the player of the sanctions. It is preferred they accompany one another when meeting with the offending player.
2. Player misconduct may also be governed by Tea Park & Recreation rules and sanctions. If use of alcohol, tobacco product, or drugs is found to be contributing factors, sanctions may be compounded.
3. Individuals to whom season-ending suspensions have been given may not participate in any team activities, including, but not limited to: meetings, practices, and presence on the bench during games or scrimmages.
4. Individuals on suspension for non-season ending suspensions must practice with a team under supervision of the coach. If it is determined that the individual's presence at practice is creating a disruption, additional action may be taken.