



CODE OF CONDUCT COACHES

I will:

1. Be supportive and encouraging to all players and coaches.
2. Do each task to the best of my ability.
3. Be punctual.
4. Treat all Association property with respect.
5. Be welcoming and accepting to all players, of all abilities.
6. Use appropriate language.
7. Inform the President of Westlock Soccer Association immediately if I am at risk or see conduct that could put others at risk.
8. Obtain a criminal record check to submit to the association within 14 days of being appointed as a volunteer.

I will not:

1. Be hurtful towards my players, coaches or other people. Bullying of any kind will not be tolerated. Westlock soccer has a ZERO TOLERANCE POLICY for any observed or reported bullying.
2. Post hurtful or disrespectful comments on social media about Westlock Soccer Association, players, coaches or officials.
3. Use equipment for purposes other than what it is intended for.
4. Engage in the use of drugs, alcohol, or tobacco while volunteering or arrive to volunteer under the influence of drugs or alcohol. Westlock Soccer has a ZERO TOLERANCE POLICY for any observed or reported impaired behaviour.

Steps on taking action in regards to decision making

1. **Define Objectives-** Outline Goals: Establish what you are trying to achieve (e.g., Team development, resources allocation, strategic planning). Determine any specific criteria or guidelines for decision-making.
2. **Initial Meeting-** Gather Coaches/board members: Bring together coaches and board members to discuss the decision at hand. Clarify Roles: Define the role each coach/board member will play in the decision-making process. Inform the players and relevant staff about the decision, with this you don't have to inform players or parents if you don't want to. Assign Responsibilities: Designate roles and responsibilities among the coaches and board members for executing the plan.
3. **Collect Data-** Gather relevant information: Compile statistics, player or coach performance data, and feedback from team member. Consult experts: If applicable, seek input from sports analysts or specialist. Provide context to help people understand why the decision was made.
4. **Identify Options-** Generate Alternatives: Host brainstorming sessions to explore various options. Encourage Input: Allow each coach to propose potential solutions or strategies.
5. **Evaluate Options-** Set evaluation criteria: Develop criteria to assess each option (e.g., impact on team/coach performance, feasibility, cost) Discuss as a Group: Facilitate discussions on each alternative, weighing the pros and cons.
6. **Make a Decision-** Consensus Building: To make decision 50% plus 1 or 4 votes to finalize decision. Document the Decision: Ensure that the decision made is clearly documented, along with the rationale. There will be a form that you can document decision making.

Code of conduct: Coaches

All coaches will embrace the philosophy that the game is a game of enjoyment. It is played not only in the pursuit of excellence, but to promote a healthy lifestyle in the social, mental, and physical development of the player. All coaches are to lead by example, and should therefore follow the same expectations of conduct as the player.

1. All coaches will focus on maintaining a high level of integrity, fairplay, and good sportsmanship as leaders of their teams.
2. I will follow the rules of the game, which are to be regarded as mutual agreements, the spirit or letter of which no one should try to evade or break.
3. I will regard and treat all officials and opponents as being honest in intention.
4. I agree that decisions of officials, no matter how unfair they may seem, are to be accepted without show of outward disgust.
5. I agree that although it is desirable to win, winning at any cost, defeats the purpose of the game. Losing can be a triumph when the best has been given.
6. I will treat all visiting teams as honoured guests.
7. I will treat all others as I, myself, would like to be treated.
8. The coach will promote the mental, social, and physical development of values in the athletes under their care.
9. I will be sensitive to the emotional needs of the athletes I coach.

Breaches by Coaches

Breaches of the Code of Conduct will be dealt with by the Association's Executive Committee. A review hearing may be called and all involved parties will have an opportunity to be present. Upon completion of the hearing a decision shall be made as to the future of the coach with the team. Possible consequences warranted may include by are not limited to: a reprimand, a suspension of coach from the team for a period of time or the banishment of the coach from the team.

I promise:

To be the best coach I can be and help my fellow coaches and players to be the best that they can be. If I have any questions and concerns, I will bring them to the Westlock Soccer Association President/Vice President in a timely manner and work with them to resolve the situation.

Coaches

I have read, accepted and support the intent of this handbook. I agree to uphold the guidelines outlined in the Coach Code of Conduct:

Name of Coach(please print)_____

Signature of the Coach _____

Signature of Westlock Soccer Association Representative _____

Signed this _____ day of _____ month _____ year.