



## **Coaches Code of Conduct and Ethics:**

1. Obtain the required NCCP certification as outlined by Softball MB and have an active Respect in Sport certificate.
2. Assemble a coaching staff that will meet all certifications and requirements as enforced by Softball MB. The head coach will present their choice for their assistant coaches to the Westman Magic Softball Association board for approval.
3. Develop a season schedule that works in coordination and does not conflict with the MPSL schedule.
4. Attend the MPSL league meeting.
5. Abusive and foul language is not permitted. I will "coach" them and will not do it in a way that disrespects or embarrasses the athlete.
6. Attend all practices, tournaments/ scrimmages, and fundraisers at the designated time, If Head coach cannot attend, they will ensure that the assistant coaches are fully prepared with a practice/game plan.
7. I will inform the parents of any ailment or injury incurred by a player at a game, practice, or team function.
8. I will respect the officials and their authority during the games and will never question or confront an official in a disrespectful manner.
9. I will demand that my players treat other players and coaches, officials, and spectators with respect regardless of race, creed, color, ability, or difference of opinion.
10. I will determine players playing time, batting order placement, starting or substitute status and enforce team rules (which will be communicated with the players and parents at the beginning of the season). I will always treat players fairly (fairly does not mean equal playing time).
11. I will not intentionally damage the property and equipment used at any sports facility.
12. Should parents/players have any questions concerning specific playing time, positions(s), coaches conduct and/or concerns regarding specific areas of the team, I will discuss this matter with the parent/player directly at the appropriate time and place, (ie not during team events). It is not acceptable for Players or Parents to interrupt practices or games with their concerns. I will always have more than one coach or manager actively present while dealing with conflict from either a player or a parent.



## Consequences and Penalties

- a) **Verbal or Written Warning** - A verbal reprimand or an official, written notice and formal admonition that a Participant has violated the Code of Conduct and Ethics and that more severe sanctions will result should the Participant be involved in other violations
- b) **Education** - The requirement that a Participant undertake specified educational or similar remedial measures to address the violation(s) of the Code of Conduct and Ethics
- c) **Probation** - Should any further violations of the Code of Conduct and Ethics occur during the probationary period, will result in additional disciplinary measures, likely including a period of suspension or permanent ineligibility. This sanction can also include loss of privileges or other conditions, restrictions, or requirements for a specified period of time
- d) **Suspension** - Suspension, either for a set time or until further notice, from participation, in any capacity, in any program, practice, activity, event, or competition sponsored by, organized by, or under the auspices of Softball Canada. A suspended Participant is eligible to return to participation, but reinstatement may be subject to certain restrictions or contingent upon the Participant satisfying specific conditions noted at the time of suspension
- e) **Eligibility Restrictions** - Restrictions or prohibitions from some types of participation but allowing participation in other capacities under strict conditions
- f) **Permanent Ineligibility** - Permanent ineligibility to participate, in any sport, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or under the auspices of Softball Canada and/or any sport organization subject to the UCCMS
- g) **Other Discretionary Sanctions** - Other sanctions may be imposed, including, but not limited to, other loss of privileges, no contact directives, a fine or a monetary payment to compensate for direct losses, or other restrictions or conditions as deemed necessary or appropriate

Coaches have the right to appeal penalties to Westman Magic Softball Association in accordance with the appeals process outlined in the Westman Magic Softball Association bylaws.

Signing the coaches code of conduct and ethics indicates that the above has been read and understood by signing parties.

Coaches Signature \_\_\_\_\_

Date \_\_\_\_\_

\*in lieu of any active bylaws, Westman Magic Softball Association will act in accordance with Softball Manitoba policies.

April 1, 2024