

VAN ALSTYNE SPORTS AUTHORITY, INC.

COACH CODE OF CONDUCT

Coaches are essential in helping athletes achieve their highest potential by fostering the core values of sportsmanship, trustworthiness, respect, responsibility, and fairness. These pillars not only guide the competition but also serve as the foundation for personal and athletic growth. As a VASA Coach, you are expected to uphold these standards of integrity and behavior, serving as a role model for young athletes both on and off the field

I agree to the following guidelines and subsequent disciplinary actions. I understand that if I violate these guidelines, the disciplinary action for that specific incident is immediate and if needed, will be determined by a special meeting of the Van Alstyne Sports Authority (VASA) Board.

Coach requirements:

Background checks are required for all coaches, assistant coaches, and any parent or volunteer who participates in direct coaching activities, such as assisting during practice, games, or other team-related events.

Coach responsibilities include but are not limited to: preparing fields/courts for games, running and instructing practices, focusing on player development, communication with your team/parents, & coaching games.

You will not be selected as coach just by signing up. The opportunity to be a coach will be determined by the VASA sport commissioner as well as VASA board in certain circumstances.

I agree to:

Personal conduct

1. Professionalism: I will exhibit professionalism in interaction with players, parents, officials, and community.
2. Respect for officials: I will respect the decisions of officials, without resorting to public criticism, or confrontational behavior.
3. Ethical Behavior: I will always act with honesty and integrity, refraining from any form of cheating, dishonesty, or unethical behavior.
4. Role Modeling: I will be an exemplary role model for all of the youth in the organization and community by demonstrating good sportsmanship, respect, and integrity.
5. Conflict Resolution I will address conflicts within the team respectfully, aiming for private resolution through open and honest communication. If a resolution cannot be reached, I

will escalate the matter to the sport commissioner or Board in a professional and timely manner.

6. Confidentiality: I will maintain the confidentiality of sensitive information related to athletes and the association.

Profanity

1. I will not use abusive, profane, or derogatory language, as this negatively impacts the team, spectators, and the overall environment of the sport. Respectful language is essential in maintaining a positive atmosphere for players, officials, parents, and the entire community.
2. I will not criticize the officials, opposing team, coaches, fans, parents, or commissioners through language.
3. I will not use profane gestures or body language towards any player, parent, coach, official, spectators, the league, or administration.

Verbal/Emotional abuse of players

1. I will place the emotional and physical well-being of my players ahead of a personal desire to win.
2. I will foster a positive and supportive environment by offering constructive feedback, using encouragement, and actively promoting self-confidence in all players. I will never engage in behavior that degrades, belittles, or harms the emotional well-being of any player.
3. I will use positive reinforcement to further the development of my players.

Sportsmanship

1. I will place athletes' needs and best interests above my own, as well as the need to win.
2. I understand and will maintain the spirit of the rules for competitive events, and exemplify ethical behaviors including honesty, integrity, and fair play.
3. I will lead by example, demonstrating sportsmanship by shaking the hand of the opposing players, coaches, and officials.
4. I will always maintain a professional demeanor in my relationship with players, officials, parents, coaches, administrators, and the community.
5. I will not show favoritism towards a family member, and/or participant, nor will I have an alternate agenda when selecting, evaluating, playing, or instructing a participant and/or team in preseason, regular season, postseason, All-Stars or any other event.

Physical/verbal threats

1. I will not engage in, nor condone, verbal or physical threats toward any player, coach, parent, or spectator. This includes threats of harm, intimidation, or any action that could cause fear of injury or harm."
 - a. Verbal threats can include threatening to hurt someone through physical harm, yelling in an abusive and threatening manner, threatening someone verbally over the phone, through text messages, or online through email or social media.
 - b. Physical threats are intentional behavior which would cause fear of injury or harm. Physical threats can include physical intimidation, obscene hand motions, threatening to fight, statements similar to “you better watch your back”, or “you’ll regret this” etc.
2. I will not threaten players with reduced playing time, or other sport related punishment for factors outside of the player’s control.

Cheating

1. I will uphold the integrity of the game by refusing to participate in or encourage any form of cheating or unsportsmanlike conduct. I will model fair play and honesty, teaching my athletes that true success comes from effort, skill, and sportsmanship.
2. I will not seek unfair advantage by teaching deliberate unsportsmanlike behavior to players, such as faking injuries, “flopping” etc.

Aggressive Physical Contact with Player or any other Person

1. I will not initiate a physical altercation with any coach, parent, player, participant, official or any other attendee.
 - a. Physical altercation is characterized as a dispute between individuals in which one or more persons sustain bodily injury due to the dispute.
 - b. Physical altercation can include hitting, slapping, kicking, pushing, jerking, or any other contact designed to cause harm or humiliate.

Coaches are encouraged to seek guidance from the sport commissioner or VASA Board at any time if they feel they are struggling to meet expectations. The VASA Board is committed to offering mentorship and support to ensure coaches can maintain a positive environment for their teams.

Other forms of conduct, not specifically described above, may be subject to disciplinary action from the VASA Board and/or the sports leagues. The specific disciplinary action that is taken will depend on the severity of the infraction and the individual's history of misconduct. The organization's misconduct policy is designed to create a safe and positive environment for all members. By taking a zero-tolerance approach to misconduct, the organization can help to ensure that all members are treated with respect and that the organization's goals are met. Below are the transparent tiers of discipline.

Discipline escalation table:

Tier	Infraction	1 st Offence	2 nd Offence	3 rd Offence
1	Minor infraction	Verbal warning	Written warning	1 game suspension
2	Serious infraction	Written warning	1 Game suspension	Season suspension
3	Gross misconduct	Board review/ dismissal		

Having multiple disciplinary actions at one time will move you up the escalation table more quickly, for example: If you have both a minor and serious infraction that can take you all the way to 3rd offence. This will be at the discretion of the sport commissioner and the VASA Board if necessary, in certain circumstances.

1. Personal conduct

- 1st offense – verbal or written warning
- 2nd offense – 1 game suspension
- 3rd offense – Board review with possible one-year suspension

2. Profanity

- 1st offense – verbal or written warning
- 2nd offense – 1 game suspension
- 3rd offense – Board review with possible one-year suspension

3. Verbal / Emotional Abuse of Players

- 1st offense – verbal or written warning
- 2nd offense – 1 game suspension
- 3rd offense – Board review with possible one-year suspension

4. Sportsmanship

- 1ST offense- verbal or written warning
- 2nd offense-1 game suspension
- 3rd offense- Board review with possible one-year suspension

5. Physical/verbal threats

- Board review with possible one-year suspension

6. Cheating (Knowingly going against any League Rule)

- Board review with possible one-year suspension

7. Aggressive Physical Contact with Player or any other Person

- Board review with possible permanent ban from all VASA activities as well as permanent ban from all City of Van Alstyne Parks

The following is a list of infractions that are classified as minor, serious, or gross misconduct and are applicable during VASA sponsored sports functions or events within the City of Van Alstyne or away. Note: This list is *not* comprehensive of **all** potential misconduct infractions but intended to provide guiding parameters by which to assess the severity of a given infraction.

Minor infractions:

- Not fulfilling your coaching responsibilities outlined in this document
- Inconsistent communication with your team/parents
- Missing multiple practices without good cause
- Minor sideline disputes with referees or other coaches
- Failing to discourage unsportsmanlike behavior

Serious infractions

- Repeated minor infractions
- Verbal harassment or bullying of other members
- Disrespectful behavior towards staff or other members. This includes disparaging comments directed at players, coaches, referees, officials, or parents.
- Failure to follow the organization's policies and procedures
- Failure to ensure player safety
- Disruptive attempts to "coach" from the sideline as a spectator
- Use of profanity or derogatory language

- Failure to leave the playing field or sideline immediately when instructed to do so by a game/league official, referee, or any VASA board member.
- Dishonesty or cheating

Gross misconduct

- Tampering with rosters, playing time rules, or game results
- Physical violence against another person. This includes but is not limited to hitting, kicking, slapping, jerking, or any physical conduct designed to discipline or humiliate,
- Sexual misconduct
- Use or possession of illegal drugs, alcohol, or weapons at any VASA- sanctioned activity.
- Abuse of property, vandalism, or theft while participating in any VASA-sanctioned activity

Appeals process

Coaches facing disciplinary actions have the right to appeal. To initiate an appeal, the coach must submit a written appeal to the VASA Board within 7 days of the incident. The Board will review the appeal at the next available meeting. During the appeal process, the coach is expected to comply with the disciplinary action imposed (e.g., serving a suspension). The decision following the appeal will be final unless there is a clear error in the disciplinary process

I understand and agree to have a current background check on file to be eligible to coach. I also agree that I am responsible for getting the facilities clean and ready for play prior to all home games, and will participate and encourage all parents to participate in all scheduled field maintenance work days.

This coaches' code of conduct serves as a guiding document for coaches, ensuring that they play a positive and constructive role in the lives of our young athletes. It also outlines the fair and transparent criteria for accepting or declining coaches, reinforcing our commitment to upholding the highest standards in youth sports coaching.

I have read, understand and agree to accept the terms of this VASA Coaches Code of Conduct as outlined above.

