COACHES' CODE OF ETHICS AND CONDUCT

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Preamble

A coach is more than an instructor of sport. **A coach is a leader, mentor, educator, role model, and steward of the physical, mental, emotional, and moral development of athletes**. The ultimate purpose of coaching is not merely to produce champions, records, medals, or victories, but to help athletes become **better human beings, responsible citizens, and persons of character**.

The **coach-athlete relationship** is **founded upon trust**. Athletes entrust to coaches matters affecting their safety, welfare, development, performance, and well-being. In this sense, athletes may be viewed as trustors, while coaches serve as trustees of that trust. Such trust must be honored through competence, integrity, accountability, good faith, prudence, and an unwavering commitment to athlete welfare.

This Code of Ethics and Conduct is founded on the principles of **Safe Sport, Athlete Welfare, Human Dignity, Excellence, Integrity, Accountability, Respect, and the Noble Purpose of Sports**. All coaches shall perform their duties in a manner that protects athletes, promotes fair play, and upholds the highest standards of professionalism.

ARTICLE I
Fundamental Principles

Every coach shall:

1. Recognize that the welfare, safety, health, dignity, and development of athletes are paramount and shall take precedence over winning, rankings, medals, financial gain, personal interests, or organizational objectives.
2. Promote the Noble Purpose of Sports, namely:

    a) Character formation;
    b) Personal growth;
    c) Health and wellness;
    d) Friendship and community;
    e) Respect for others;

f) Patriotism and nationalism;
g) Total human liberation and development;
h) Social progress, and
i) Lifelong participation in sport.

3. Treat every athlete with dignity, fairness, respect, and compassion.
4. Serve as a positive role model both inside and outside the sporting environment.
5. Exercise leadership through service, integrity, competence, accountability, and humility.
6. Recognize that the ultimate objective of coaching is to help athletes become better persons, not merely better athletes.

ARTICLE II
Safe Sport Commitment

Every coach shall actively promote and maintain a safe sporting environment.

A coach shall:

1. Protect athletes from physical, emotional, psychological, sexual, verbal, social, and online abuse.
2. Shield athletes from any sexist, misogynistic, homophobic, transphobic, degrading, humiliating, or other harmful conduct.
3. Refrain from bullying, hazing, harassment, discrimination, intimidation, retaliation, exploitation, and any form of violence.
4. Ensure that training methods are age-appropriate, skill-appropriate, medically appropriate, and reasonably safe.
5. Never require, encourage, permit, or tolerate activities that are:

   a) Reckless;
   b) Excessively dangerous;
   c) Unnecessary;
   d) Humiliating;
   e) Punitive in nature; and
   f) Beyond the athlete's reasonable capability.

6. Conduct risk assessments before training sessions, camps, travel, competitions, and special activities.
7. Immediately stop any activity that poses an unreasonable risk to athletes.
8. Ensure the availability of emergency procedures, first aid, medical support, hydration, and safety equipment whenever necessary.

9. Comply with all Safe Sport, child protection, anti-hazing, anti-bullying, anti-harassment, and safeguarding policies.

ARTICLE III
Athlete Welfare and Duty of Care

A coach owes athletes a duty of care. The coach-athlete relationship is fiduciary in nature. Athletes place trust and confidence in coaches, who possess authority, influence, expertise, and responsibility over important aspects of an athlete's training, participation, development, and welfare.

Accordingly, a coach shall act with loyalty, good faith, prudence, competence, and diligence, and shall always place the welfare and best interests of athletes above personal, competitive, financial, or organizational interests.

Accordingly, every coach shall:

1. Prioritize athlete welfare at all times.
2. Exercise appropriate supervision during training, competitions, camps, travel, and team activities.
3. Monitor the physical, mental, emotional, and psychological well-being of athletes.
4. Encourage athletes to seek medical, psychological, nutritional, and other professional assistance when necessary.
5. Never compel an injured, ill, exhausted, dehydrated, emotionally distressed, or medically unfit athlete to train or compete.
6. Respect medical advice and return-to-play protocols.
7. Take reasonable measures to prevent overtraining, burnout, heat-related illnesses, avoidable injuries, and unsafe practices.
8. Consider the athlete's age, maturity, experience, fitness level, skill level, and individual circumstances before assigning training loads or activities.
9. Promote healthy lifestyles and discourage unhealthy weight-control methods, substance abuse, performance-enhancing drugs, and dangerous practices.

ARTICLE IV
Communication, Transparency, and Meaningful Consent

A coach shall communicate honestly, clearly, respectfully, and professionally.

Every coach shall:

1. Explain training programs, competition plans, objectives, expectations, risks, and benefits to athletes and, where appropriate, parents or guardians.
2. Ensure that athletes understand the nature and purpose of training activities.
3. Secure meaningful, informed, and voluntary consent whenever participation involves significant risks, unusual activities, travel, camps, or specialized training.
4. Encourage athletes to ask questions and express concerns.
5. Maintain open, respectful, and constructive dialogue with athletes.
6. Avoid deception, coercion, manipulation, threats, or undue pressure.
7. Communicate decisions fairly and transparently.

ARTICLE V
Professional Boundaries

A coach shall maintain professional relationships at all times.

A coach shall not:

1. Engage in any romantic, sexual, intimate, or exploitative relationship with an athlete under his or her supervision, authority, influence, or responsibility.
2. Engage in grooming behavior or conduct that creates the appearance of impropriety.
3. Abuse the imbalance of power inherent in the coach-athlete relationship.
4. Exploit athletes emotionally, financially, professionally, sexually, or personally.
5. Solicit gifts, favors, loans, investments, or benefits that may compromise professional judgment.
6. Use social media, electronic communication, or private meetings in a manner inconsistent with professional boundaries.

ARTICLE VI
Respect, Equality, and Inclusion

Every coach shall:

1. Respect the dignity, worth, rights, and individuality of every athlete.

2. Provide equal opportunities regardless of sex, gender, sexual orientation, age, disability, religion, ethnicity, nationality, socioeconomic status, political beliefs, or other protected characteristics.
3. Foster an inclusive, welcoming, and supportive sporting environment.
4. Promote teamwork, mutual respect, diversity, and sportsmanship.
5. Refrain from discriminatory, degrading, abusive, humiliating, or offensive conduct.

ARTICLE VII
Integrity, Fair Play, and Sportsmanship

A coach shall uphold the integrity of sport.

A coach shall:

1. Reject a "win-at-all-costs" mentality.
2. Never encourage or tolerate cheating, match manipulation, doping, age fraud, falsification of records, or other unethical conduct.
3. Promote fair play, respect for rules, and respect for opponents and officials.
4. Teach athletes that integrity is more important than victory.
5. Model ethical conduct and responsible leadership.
6. Place character and human development above medals, rankings, trophies, sponsorships, or commercial interests.

ARTICLE VIII
Reporting, Accountability, and Cooperation

Every coach shall:

1. Promptly report accidents, injuries, abuse, misconduct, safety concerns, and violations of applicable rules and laws.
2. Report significant incidents to the appropriate employer, school, club, league, National Sports Association, event organizer, or government authority.
3. Cooperate fully in investigations, grievance proceedings, and disciplinary processes.
4. Maintain accurate records and documentation when required.
5. Disclose actual, potential, or perceived conflicts of interest.
6. Avoid conduct that may undermine public confidence in sport.

ARTICLE IX
Grievance Mechanisms and Protection Against Retaliation

Every athlete shall have the right to raise concerns, complaints, or grievances.

Accordingly, coaches shall:

1. Respect and support the right of athletes to report concerns.
2. Inform athletes of available grievance and reporting mechanisms.
3. Encourage good-faith reporting of safety concerns and misconduct.
4. Not retaliate against, punish, threaten, intimidate, embarrass, bench, exclude, discriminate against, reduce opportunities for, or otherwise disadvantage an athlete for:

    a) Filing a complaint;
    b) Reporting misconduct;
    c) Participating in an investigation;
    d) Refusing unlawful or unsafe instructions; or
    e) Expressing legitimate concerns.

5. Promote a culture of accountability, transparency, and openness.

ARTICLE X
Competence and Continuing Professional Development

A coach shall pursue lifelong learning.

Every coach shall:

1. Maintain and improve professional competence.
2. Participate in continuing education, certification, licensing, seminars, workshops, and training programs.
3. Remain informed about:

    a) Safe Sport principles;
    b) Sports science;
    c) Injury prevention;
    d) Mental health;
    e) Child protection;
    f) First aid, CPR, and AED use;
    g) Sports governance;
    h) Relevant laws and regulations.

4. Seek mentorship and professional development opportunities.
5. Recognize the limits of his or her expertise and refer athletes to qualified professionals when necessary.

ARTICLE XI
Compliance with Laws, Rules, and Policies

Every coach shall comply with:

1. Applicable laws and regulations;
2. National Sports Association rules;
3. League and competition regulations;
4. Safe Sport policies;
5. Child protection policies;
6. Anti-hazing laws;
7. Anti-bullying laws;
8. Anti-discrimination laws;
9. Anti-doping rules;
10. Employment and contractual obligations;
11. Policies of schools, clubs, employers, and sports organizations; and
12. This Code of Ethics and Conduct.

Ignorance of applicable laws, regulations, and policies shall not excuse non-compliance.

ARTICLE XII
Core Values of Coaching

Every coach shall embody and promote:

1. Athlete Welfare
2. Safety
3. Integrity
4. Respect
5. Excellence
6. Accountability
7. Leadership
8. Service
9. Courage
10. Compassion
11. Fairness
12. Discipline

13. Professionalism
14. Humility
15. Inclusivity
16. Transparency
17. Responsibility
18. Trustworthiness
19. Sportsmanship
20. Teamwork
21. Continuous Improvement

ARTICLE XIII
Legacy and Noble Purpose

A coach's success shall not be measured solely by championships won, medals earned, records broken, rankings achieved, or financial rewards obtained.

The true measure of coaching excellence is the positive and lasting impact made on the lives of athletes.

A coach's highest achievement is helping athletes become healthier, safer, stronger, wiser, more disciplined, more responsible, and better human beings.

Winning is important, but character, dignity, safety, and human development are paramount.

COACH'S COMMITMENT, ATTESTATION, AND UNDERTAKING

I, **[name], [organization/ school/ team]**, hereby acknowledge that I have read, understood, and voluntarily agree to comply with this Code of Ethics and Conduct for Coaches.

I commit myself to uphold the highest standards of integrity, professionalism, safety, accountability, and respect in all my dealings with athletes, parents, fellow coaches, officials, organizations, and the sporting community.

I further recognize that the coach-athlete relationship is founded on trust and confidence. Athletes entrust to me matters affecting their safety, welfare, development, performance, and well-being. I acknowledge that this relationship is fiduciary in nature and that I serve as a trustee of such trust. Accordingly, I shall exercise my authority and influence with loyalty, prudence,

competence, integrity, good faith, and a steadfast commitment to the best interests of the athlete.

I further affirm and undertake that:

1. I shall place the welfare, safety, health, dignity, and development of athletes above personal interests, competitive success, financial gain, or organizational objectives.
2. I shall promote and uphold the principles of Safe Sport and maintain an environment free from abuse, bullying, hazing, harassment, discrimination, retaliation, exploitation, and all forms of misconduct.
3. I shall respect the rights, dignity, privacy, and well-being of every athlete under my supervision.
4. I shall maintain professional boundaries and refrain from any conduct that may constitute abuse of authority, conflict of interest, exploitation, or inappropriate relationships.
5. I shall comply with all applicable laws, rules, regulations, policies, and directives governing sport and coaching.
6. I shall promptly report incidents involving athlete safety, misconduct, abuse, violations of law, or breaches of this Code.
7. I shall cooperate fully with investigations, grievance proceedings, and disciplinary processes.
8. I shall continuously improve my competence through education, certification, and professional development.
9. I understand that violations of this Code may subject me to disciplinary, administrative, civil, criminal, contractual, or other sanctions authorized by law or applicable regulations.
10. I commit to advancing the Noble Purpose of Sports and to helping athletes become not only better competitors, but also better persons, leaders, and members of society.

By signing below, I voluntarily affirm my commitment to uphold both the letter and spirit of this Code.

Name:	Organization:
Signature:	Date: