

**Preamble**

1. The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channeled. Thus, how athletes regard their sport is often dependent on the behaviour of the coach. The following Code of Conduct has been developed to aid coaches in achieving a level of behaviour that will allow them to assist their athletes in becoming well-rounded, self-confident and productive human beings.

**Coaches' Responsibilities**

2. Coaches have a responsibility to:
  - a. treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status;
  - b. direct comments or criticism at the performance rather than the athlete;
  - c. consistently display high personal standards and project a favourable image of their sport and of coaching. For example, coaches should:
    - 1) refrain from public criticism of fellow coaches, especially when speaking to the media or recruiting athletes,
    - 2) abstain from the use of tobacco products while in the presence of their athletes and discourage their use by athletes,
    - 3) abstain from drinking alcoholic beverages when working with athletes,
    - 4) refrain from encouraging the use of alcohol in conjunction with athletic events or victory celebrations at the playing site, and
    - 5) refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of their duties;
  - d. ensure that the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes and educate athletes as to their responsibilities in contributing to a safe environment;

- e. communicate and cooperate with registered medical practitioners in the diagnosis, treatment and management of their athletes' medical and psychological problems. Consider the athletes' future health and well being as foremost when making decisions regarding an injured athlete's ability to continue playing or training;
- f. recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own;
- g. regularly seek ways of increasing professional development and self-awareness;
- h. treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules;
- i. in the case of minors, communicate and cooperate with the athletes' parents or legal guardians, involving them in management decisions pertaining to their children's development; and
- j. in an educational institution, be aware of the academic pressures placed on student-athletes and conduct practices and games in a manner so as to allow academic success.

### **Coaching Imperatives**

- 3. Coaches must:
  - a. ensure the safety of the athletes with whom they work;
  - b. at no time become intimately and/or sexually involved with their athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests;
  - c. respect their athletes' dignity. Verbal or physical behaviours that constitute harassment or abuse are unacceptable (the CCC definition of harassment, and the associated policy for harassment prevention and for investigation of alleged incidents can be found at document 1.8);
  - d. never advocate or condone the use of drugs or other banned performance enhancing substances; and
  - e. never provide under-age athletes with alcohol.

### **Coaches' Attestation**

4. This CCC Coaches Code of Conduct has been developed to be consistent with the Coaches Code of Ethics (Principles and Ethical Standards) promulgated by the Coaching Association of Canada. Divisions and Clubs of CCC are encouraged to require their coaches and ski leaders to sign the attestation below, as confirmation that they understand and will comply with the undertakings herein:

*I have read and understand the above statements and agree to conduct myself in a manner that demonstrates the standards established in this CCC Coaches Code of Conduct and the Coaching Code of Ethics (Principles and Ethical Standards) available from the Coaching Association of Canada.*

DATE: \_\_\_\_\_

NAME: \_\_\_\_\_

WITNESS: \_\_\_\_\_