

## **B. PROFESSIONAL STANDARDS OF CONDUCT**

*Revised 11/13/03*

### **SPORTSMANSHIP**

Chittenden Central Supervisory Union promotes good sportsmanship among athletes, parents, fans, and coaches. To help ensure that we represent our school and community with dignity, the coach is expected to:

1. Exemplify behavior that is representative of the educational staff of the school and a credit to the teaching profession.
2. Demonstrate high ideals, good habits, and desirable attitudes in personal behavior and demand the same standard of the players.
3. Recognize that the purpose of competition is to promote the physical, mental, social and emotional well being of the individual players and that the most important values of competition are derived from playing the game fairly.
4. Be a modest winner and gracious loser.
5. Maintain self-control at all times, accepting adverse decisions without undue public display of emotion or dissatisfaction.
6. Pay close attention to the physical condition and well being of the players, refusing to jeopardize the health of an individual for the sake of improving his/her team's chances to win.
7. Teach athletes that it is better to lose fairly than to win unfairly.
8. Prohibit gambling, profanity, abusive language, and similar violations.
9. Refuse to disparage an opponent, an official, or others associated with sports activities and discourage gossip and questionable rumors concerning them.

### **CODE OF ETHICS**

In order to ensure that our coaches serve as a positive role model in the education of the student athletes the CCSU recognizes the code of ethics established by the Vermont Principal's Association (outlined in Section F). In addition, the CCSU has adopted its own code of ethics for coaches. As a coach with the CCSU, you shall:

1. Constantly uphold the honor and dignity of the teaching profession. In all personal contact with the student athlete, officials, athletic directors, school administrators, the state high school athletic association, the media and the public, the coach shall strive to set an example of the highest ethical and moral character, behavior, and leadership.
2. Support the school's position on academic importance, and make every effort to accommodate students' needs as they balance academics with athletic activities.
3. Demonstrate and encourage respect for the individual personality and integrity of each student athlete.
4. Never place the value of winning or disappointment of defeat above the value of character building. Model and encourage the highest standard of conduct in both victory and defeat.

5. Support and enforce school and training rules for the prevention of drug, alcohol and tobacco use and abuse, and under no circumstances authorize the use of these substances.
6. Promote the entire interscholastic program of the school and direct his or her program in harmony with the total school program. Encourage the highest standards of academic achievement among team members.
7. Be thoroughly acquainted with contest, state, league and local rules, and abide by the letter and spirit of these rules at all times.
8. Actively use his/her influence to enhance sportsmanship by participants and spectators.
9. Respect and support contest officials, and refrain from publicly criticizing officials or indulging in conduct which will incite players or spectators against the officials or against each other.
10. Model and promote ethical relations among coaches, student athletes, spectators, and members of the rival team. Meet and exchange friendly greetings with the rival coach(es) to set the correct tone for the event, before and after contests. Refrain from publicly criticizing coaches, players, or spectators.
11. Refrain from exerting pressure on faculty members to give student athletes special consideration.
12. Refrain from scouting opponents by any other means than those adopted by the state high school athletic association and the league.
13. Encourage the highest standard of conduct among student athletes, and strive to create an environment where hazing is deemed unacceptable behavior by all team members. Never condone hazing behavior.
14. Behave and dress professionally both on and off the field/court in the presence of students. Inappropriate attire, use of profanity, and vulgar/offensive language are prohibited.
15. Demonstrate a mastery of, and continuing interest in coaching through professional improvement.
16. Establish sound training rules that seek to encourage and support good health habits among team members.
17. Be attentive to the first aid needs of student athletes, and strive to provide an environment free of safety hazards.

## RELATIONS WITH STUDENT ATHLETES

It is critical that coaches know where to draw the line with our student athletes between coach and friend. It is equally important that our coaches recognize behaviors, actions, gestures, or comments towards our student athletes that could have potentially harmful consequences to both the student and the coach. It goes without saying that sexual, intimate, or physical relationships between coach and student athlete is strictly prohibited, regardless of the age of the student. Below are some additional rules and guidelines designed to protect both our students and coaches:

1. **Personal contact.** Contact for social or personal reasons not related to the athletic relationship is highly discouraged. Telephone or e-mail contact with students is also highly discouraged. Coaches should make it a practice to conduct team business during practice or competition. If necessary, communications with the student should be limited to specific school or team issues or team communication (i.e. game cancellation, practice time change, etc.), and the coach should direct their call or e-mail to the parent. Always be sure to avoid comments or conversation of a personal nature when speaking with a student athlete over the phone or via e-mail.
2. **Driving students home.** It is never okay to drive a student home unless it is an absolute emergency. Instead, call a parent or guardian. In an emergency situation, try to find another adult to ride with you if possible. If no one else is available and you must drive a student home, be sure to inform your supervisor the following day.
3. **Locker room safeguards.** A male coach should not enter the girls' locker room when female students are present. Likewise, a female coach should not enter the boys' locker room when male students are present. In the event of an emergency, try to find an adult of the opposite sex to accompany you, and always make sure the student athletes are properly dressed/covered before entering.
4. **Team social events.** All team social events should be approved in advance by the Athletic Director or Principal. If organized and sponsored by the school, the Coach should be the organizer of the event and must include all team members. The purpose and nature of the event should be established with the Athletic Director. Considerations should be made for finances and transportation to allow all team members the opportunity to attend such events. In order to avoid ill will among teammates, or allegations of inappropriate behavior, coaches should not be involved in sponsoring, organizing or hosting a team social event where only part of the team is invited. We also caution coaches about attending a team dinner (or other social event) where only part of the team is invited. Should you choose to attend said events you should make sure that a parent or other responsible adult will also be present, and you should notify the Athletic Director or Administrator in charge of athletics of your attendance at the event as a safeguard. Team over-night events are also highly discouraged. Coaches should be aware of the increased occurrences of hazing that accompany team 'social' events and work to maintain an environment that eliminates such behaviors.
5. **Open door policy.** Whenever speaking to a student, be sure to always do so in a public setting and not behind closed doors. If a student asks to speak with you in private, move away from ear shot of the group, but always be within vision of others whenever possible.

6. **One-on-one tutoring.** If a student requests additional tutoring after practice or competition, try to avoid tutoring one-on-one if possible (i.e. ask another coach to assist you, pair the student up with another athlete on the team who may be able to tutor him/her, etc.) If you need to tutor a student, inform administration and always do so in an open public setting.
7. **Physical contact.** Whereas some physical contact may be an appropriate sign of support or athletic instruction, other times it is not appropriate. Coaches should always be cautious of how their physical contact with students may be interpreted by others, and they should always avoid excessive or inappropriate contact with student athletes (i.e. long affectionate hugs, kissing, slap on the buttocks, etc.).
8. **Confidant(e).** If one of your student athletes is troubled and approaches you for a "shoulder to lean on", be aware of the referral process and try to refer the student to other professionals or organizations who may be able to help them. If the student is not comfortable speaking with others, collaborate with the Athletic Director/Administrator with any personal matters the student confides in you. Don't make the decision alone.
9. **Gestures/Comments.** Be aware of how innocent glances, gestures, comments, complements on appearance, or jokes may be interpreted by students or others. Although your intentions may be innocent or even done in kindness, they may backfire if interpreted by others as offensive or inappropriate.