



DUCKS

VOLLEYBALL CLUB

Coach Code of Conduct

The athlete-coach relationship is a position of trust. Coaches play an important role in the athletic, personal and social development of their athletes and must recognize the inherent power imbalance that exists within this relationship.

Ducks Volleyball Club coaches are expected to provide a **safe, respectful, inclusive and athlete-centred environment** while representing the values and standards of Ducks Volleyball Club.

This Code applies to all individuals acting in a coaching capacity for Ducks Volleyball Club.

Coach Commitments

1. Athlete-Centred Coaching

I will place the safety, well-being and development of athletes ahead of personal interests, competitive results or recognition.

I will provide training and activities appropriate to the age, experience, ability and physical readiness of the athletes I coach.

2. Fair & Respectful Treatment

I will treat athletes and other participants fairly, respectfully and without discrimination.

I will not engage in bullying, harassment, discrimination, intimidation, abuse, maltreatment or other inappropriate conduct.

3. Coaching & Feedback

I will provide constructive instruction and feedback focused on an athlete's performance, behaviour and development rather than attacking or demeaning the athlete personally.

I will communicate expectations clearly and will not use humiliation, threats, intimidation or inappropriate punishment as coaching methods.

4. Professional Conduct

I will conduct myself professionally and represent Ducks Volleyball Club and the sport of volleyball positively.

I will:

- use appropriate and respectful language;
- refrain from publicly criticizing athletes, fellow coaches, officials, volunteers or the Club;
- refrain from using tobacco or vaping products while working with or in the presence of athletes;
- refrain from consuming alcohol or cannabis while responsible for athletes; and
- never coach or supervise athletes while impaired.



DUCKS

VOLLEYBALL CLUB

5. Safe Training Environment

I will take reasonable steps to provide a physically, psychologically and emotionally safe training and competition environment.

I will educate athletes about their responsibilities in contributing to a safe team environment and will respond appropriately to safety concerns brought to my attention.

6. Athlete Health & Injury

I will prioritize an athlete's present and long-term health when making decisions regarding participation following injury or illness.

I will respect medical restrictions and return-to-play requirements and will not pressure an athlete to train or compete when doing so would be unsafe.

Where appropriate, I will cooperate with parents/guardians and qualified health professionals regarding an athlete's safe participation.

7. Professional Boundaries

I understand the position of trust and authority I hold as a coach and will maintain appropriate professional boundaries with athletes at all times.

I will not use my coaching position to establish inappropriate emotional, physical, sexual or otherwise exploitative relationships with athletes.

I will never engage in sexual conduct with an athlete where prohibited by applicable law, Safe Sport requirements, Volleyball BC policies or the nature of the coach-athlete relationship.

8. Open & Observable Environments

I will follow applicable Volleyball BC and Ducks Volleyball Club requirements concerning **open and observable environments** and interactions with athletes.

I will avoid situations that unnecessarily place me alone and unobserved with a minor athlete and will follow applicable requirements for electronic communication, transportation, travel and other interactions with athletes.

9. Communication With Athletes

I will communicate with athletes in a professional and age-appropriate manner.

Electronic and social media communication with athletes will comply with Ducks Volleyball Club and applicable Volleyball BC policies and will maintain appropriate coach-athlete boundaries.

10. Parents & Guardians

For minor athletes, I will communicate professionally and appropriately with parents/guardians regarding matters relating to their athlete.

I will respect the athlete's growing independence while recognizing the appropriate role of parents/guardians in matters involving health, safety and development.



DUCKS

VOLLEYBALL CLUB

I will direct concerns or disputes to the Ducks **Concerns, Complaints & Dispute Resolution Policy** when appropriate.

11. Team & Athlete Decisions

I will make decisions concerning athlete development, positions, lineups, playing time, team roles and strategy based on reasonable coaching considerations and the needs of the team and program.

I will communicate expectations appropriately while recognizing that equal participation or playing time is not necessarily required in every team or competitive environment.

12. Officials, Opponents & Other Coaches

I will treat officials, opponents, coaches and other participants respectfully in both victory and defeat.

I will encourage athletes to respect the rules and spirit of volleyball and will model appropriate behaviour toward officials.

13. Qualifications & Professional Development

I will maintain required coaching qualifications, registrations, screening and training applicable to my role.

I will continue to develop my coaching knowledge and recognize when an athlete would benefit from referral to another coach, specialist or qualified professional.

Safe Sport & Screening Responsibilities

14. Person in Authority Requirements

Before working with athletes, I will complete all Volleyball BC **Person in Authority (PIA)** registration, screening and training requirements applicable to my role.

I understand that these requirements must remain current throughout my involvement with Ducks Volleyball Club.

15. Changes to Screening Information

I will promptly notify Ducks Volleyball Club and Volleyball BC of any change to information previously disclosed through a Screening Disclosure Form, Criminal Record Check or other required screening process, as required by Volleyball BC.

16. Duty to Report

I will report suspected or disclosed abuse, maltreatment or other serious Safe Sport concerns through the appropriate reporting process.

I understand that serious Safe Sport matters may be subject to Volleyball BC's independent reporting process and are not matters that a coach should attempt to investigate or resolve personally.



Where there is an immediate safety concern or a legal duty to report to police, child protection authorities or another agency, I will act accordingly.

17. Prohibited Relationships & Conduct

I will comply with Volleyball BC's requirements regarding appropriate coach-athlete relationships and boundaries.

I will never request sexual contact or sexual favours from an athlete, engage in sexual harassment, use sexualized comments or behaviour toward an athlete, or threaten or retaliate against an athlete for rejecting inappropriate conduct.

18. Drugs, Alcohol & Prohibited Substances

I will never provide alcohol, cannabis, tobacco, vaping products or illegal drugs to a minor athlete.

I will not advocate, provide or condone the use of banned performance-enhancing substances or methods.

Club & Volleyball BC Responsibilities

19. Club Policies

I will read, understand and comply with applicable Ducks Volleyball Club policies, including Codes of Conduct, Safe Sport requirements and the Concerns, Complaints & Dispute Resolution Policy.

20. Volleyball BC Standards

During Volleyball BC-sanctioned activities, I will comply with the **Volleyball BC Code of Conduct and Ethics** and other applicable Volleyball BC policies.

I understand that disciplinary sanctions imposed by Ducks Volleyball Club may be reported to Volleyball BC where required.

Accountability

Failure to comply with this Code of Conduct may result in corrective or disciplinary action.

Depending on the nature and seriousness of the conduct, consequences may include a warning, additional supervision or conditions, restriction of coaching duties, suspension, removal from a team or program, or termination of the individual's coaching role with Ducks Volleyball Club.

Serious matters may be referred to Volleyball BC, its designated independent reporting process, law enforcement, child protection authorities or another appropriate authority.



Coach Acknowledgement

By accepting a coaching role with Ducks Volleyball Club, I confirm that I have read, understood and agree to follow the **Ducks Volleyball Club Coach Code of Conduct**.

I understand that coaching is a position of trust and that I am responsible for maintaining professional boundaries, protecting athlete welfare and modelling the standards of behaviour expected within Ducks Volleyball Club.

Forever Fearless. Forever Family. Forever A Duck.