



## Coach Code of Conduct

<b>Policy Type:</b>	Governance
<b>Policy Reference:</b>	2.3
<b>Effective Date:</b>	2018-2019 Season

Coaches are essential to athlete development within the Edmonton Speed Skating Association (ESSA). As a coach you must recognize the unique influence you have on developing athletes, your role in the organization, and how your actions (positive or negative) reflect on ESSA, and the sport of speed skating. The code of conduct is intended to guide coaches with your decision making with respect to the sport and the club. It is important that all coaches strive to abide by the code. If you have questions about the code, you may contact the Coaching Coordinator.

### As an ESSA Coach I Agree To...

#### General Behavior

1. Always treat all administrators, volunteers, officials, athletes and parents/guardians with respect.
2. Consistently display high personal standards and project a favorable image of the sport.
  - a) Refrain from public criticism of athletes, officials, or other coaches.
  - b) Refrain from the use of profane, insulting, harassing or otherwise offensive language.
3. Never provide or advocate the use of performance enhancing drugs or substances.
4. Refrain from activities that shine a negative light on myself, the club, or the sport.
5. Regularly seek ways of increasing professional development and self-awareness in the sport.
6. At no time become intimately and/or sexually involved with athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.

#### Training & Development

1. Provide useful and timely feedback for all athletes.
2. Direct comments at the performance rather than the athlete.
3. Be punctual for practices and training; know the program prior to arrival and be prepared to execute it.
4. 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.
5. In the case of minors, communicate and cooperate with the athletes' parents/guardians, involving them in decisions pertaining to their child's development.
6. Be knowledgeable of athlete's goals, and design training in such a way that athletes can achieve those goals.
7. Always have primary focus on the athletes and understand training is not a time for socializing with other coaches.
8. Recognize ice time is a scarce resource and use available ice time to its maximum extent.

#### Competition

1. Attend coaches meeting and be aware of all facets of the competition.
2. Provide guidance for skaters before each race, including strategies and tactics.
3. Provide feedback for all skaters after each race.
4. Be an advocate for all ESSA athletes, ensuring they are treated fairly.
5. Encourage all athletes to put forth their best every time.