



## Goodlettsville Parks and Recreation Coaches Code of Conduct

### **Purpose:**

Goodlettsville Parks & Recreation (GP&R) youth sports leagues are provided to the community to not only be a fun experience for young athletes, but also to play an important role in promoting the physical, social, and emotional development of children. It is essential for coaches to encourage young athletes to embrace the values of good sportsmanship and fair play and for coaches to lead by example by demonstrating fairness, respect, and self-control. For those reasons, this Coaches Code of Conduct has been created to hold coaches accountable to be the best role model for young athletes while coaching in GP&R youth sports leagues.

### **Code of Conduct for Coaches:**

- I will always keep the best interest and well-being of the children as the highest priority.
- I will follow all concussion and cardiac arrest protocols.
- I will respect the officials' calls and avoid arguing or questioning the officials in any way that will undermine their authority as this has the potential of creating a hostile environment for everyone.
- I will not engage in verbal or physical abuse or altercations with any athlete, official, parent, attendee, or staff.
- I will stress fair play and good sportsmanship during practices and in games whether winning or losing by not engaging in or allowing trash-talking, taunting, or chanting that could be demeaning or offensive in any way.
- I will encourage athletes to think and play as a team, to do their best, and continually improve through personal effort and team work. Put less emphasis on the final outcome and more emphasis on effort, improvement, and team work.
- I will maintain a thorough knowledge of the rules and ensure that my athletes understand and follow the rules. Remember that the rules of the game are designed to protect the participants as well as to set a standard for competition. Coaches should never disregard, circumvent, or take advantage of the rules by teaching deliberate misconduct to gain a competitive advantage.
- I will do my best to organize practices that are fun and challenging for my players.
- I will learn the strengths and weaknesses of my players so that I might place them into situations where they have a maximum opportunity to achieve success.
- I will conduct my practices and games so that all players have an opportunity to improve their skill level through active play.
- I will strive to provide a challenging, safe, enjoyable, and successful experience for the athletes by maintaining a positive environment free of drugs, tobacco, and alcohol.
- I will remember that as a youth sports coach, the game is for the children and not for adults.

**I hereby agree that if I fail to conform my conduct to the foregoing while coaching for the GP&R I will be subject to disciplinary procedures and penalties:**

- The disciplinary procedures, penalties, and appeal process included in this document will be sent via e-mail for your records.

### **Coaches Code of Conduct Statement of Understanding**

I realize that when I coach in a Goodlettsville Parks and Recreation Youth League(s) I am representing my family, my community, and myself. My conduct reflects upon all of these. I understand that I am responsible for my own actions and behavior. I agree to abide by the Coaches Code of Conduct and any/all rules established by Goodlettsville Parks and Recreation. I also understand that the Goodlettsville Parks and Recreation may eject, suspend, or remove me from any Coaching position for unacceptable behavior as defined by the Coaches Code of Conduct.

**Print Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

### **Disciplinary Procedures and Penalties:**

GP&R Supervisors/Officials and Director have the right to remove any coach from a game or practice that does not abide to the Coaches Code of Conduct. Once an alleged violation is reported to GP&R, the following procedures take affect:

1. The Recreation Supervisor and/or superiors will conduct an investigation into the alleged violation and verify details of the allegation, including interviewing the person or persons who have made the report, the coach, as well as any witnesses who may have observed the incident.
2. The Recreation Supervisor and/or superiors, at their discretion, may suspend a coach from participation in league activities while they investigate the allegation.
3. The Recreation Supervisor and/or superiors, will determine if disciplinary action should be taken based on the findings of the investigation, the nature and severity of the offense, and if this represents a repeat offense.
4. If a coach is found in violation of the Code of Conduct, they will be subject to disciplinary action, including but not limited to the following penalties in any order or combination and will be sent a letter notifying the coach of the date, location, and nature of the violation, as well as the disciplinary action rendered appropriate.
  - **Official Warning**
    - In writing, a letter that gives notice that an action or conduct will not be tolerated by GP&R and the offender is made aware that future violations of the Code of Conduct will bring more severe penalties. An official warning is not required depending on the severity of the violation.
  - **Suspension**
    - While on suspension the coach may not return to the activity for which he/she was suspended or attend activity games or practices until the suspension expires or has been lifted.
    - All suspensions will be tracked and monitored. Coaches who have been suspended will be immediately placed on a probationary status for the period of one (1) year from the date of the offense. A second offense by the same coach within one (1) year, regardless of nature, will result in double the term of the penalty and an extension of probationary period for a period of one (1) year from the date of the second offense. A third violation by the same coach within the probationary period, regardless of the nature, will void the coaches GP&R participation privileges indefinitely.
  - **Ban**
    - A coach maybe banned from coaching in a GP&R league immediately, and in the future, if the violation is severe and/or is a continual occurrence that would involve the emotional or physical safety of the players, officials, parents, and/or staff. A ban can last for the remainder of the season to a lifetime coaching ban with GP&R leagues.

### **Appeal Process:**

- An individual who is aggrieved by a suspension or ban for two (2) games or more may appeal the decision to the Parks and Recreation Director. All other disciplinary action is not appealable.
- In order to appeal an ejection or suspension, the individual must submit a written appeal to GP&R by either first class mail or hand-delivery within three (3) business days of the date of mailing and/or hand delivery of the written notification of penalty from the GP&R to the following address:
  - Goodlettsville Parks and Recreation
  - Attn: Director
  - 105 S. Main Street
  - Goodlettsville, TN 37072
- Upon receipt of such appeal, the Director of Parks and Recreation and/or her agents shall investigate the incident and if necessary schedule a hearing before the Parks and Recreation Advisory Board (the Board) to provide an opportunity for the participant and any interested person(s) to appear and be heard with respect to the occurrence of any violation and action taken by the GP&R's agents and/or officials. Thereafter, the Board will provide a ruling on such appeal following the hearing. During the investigation, the original ruling will remain in effect. In the event any notice of violation is not appealed within three (3) business days of the date of mailing and/or hand delivery of the written notification of penalty, the penalties imposed shall become final.
- The decision of the Parks and Recreation Director and/or the Board shall be final. A simple majority of the Board shall constitute a quorum.