

## COACH CODE OF CONDUCT

### INTRODUCTION

Coaches play a pivotal role in developing not only players' skills but their character and the overall culture of the club. Your actions and demeanor directly influence the club's reputation in the community. As a coach with Sporting California USA, you represent our club, its values, and its 37-year legacy of excellence. This Code of Conduct outlines the standards and expectations we maintain for all coaching staff. By accepting a coaching position with our organization, you agree to uphold these principles and serve as a positive role model for our players, parents, and community.

### COMMITMENT TO CLUB VALUES

All coaches must embody and promote our core values:

- **INSPIRATION** - Implementing the 1.5 Rule by completing 100% of your responsibilities while supporting 50% of your peers' duties
- **BELIEF** - Demonstrating unwavering confidence in our players' abilities and instilling that same belief in them
- **DETERMINATION** - Pursuing excellence relentlessly in all aspects of player and team development
- **DEDICATION** - Exhibiting the "blood, sweat, and tears" mentality in preparation, training, and competition

### PROFESSIONAL CONDUCT

#### Training and Game Environment

1. Arrive at least 30 minutes before scheduled training sessions to ensure a proper warm up activity and the training environment is ready for players upon their arrival.
2. Arrive a minimum of 60 minutes prior to scheduled kick off for games.

3. Ensure that practice plans are not only aligned with the curriculum but are also tailored to the specific needs of the team and individual players.
4. Maintain appropriate coach-to-player ratios at all sessions
5. Provide a safe, challenging, and positive learning environment
6. Demonstrate our blue-collar, attacking-minded philosophy consistently
7. Use appropriate language and tone when instructing players
8. Refrain from using any form of physical punishment or verbal abuse
9. Model exemplary sportsmanship in victory and defeat

### **Appearance and Representation**

1. Wear official Sporting California USA coaching attire at all club events. (Official coaching attire includes the club-issued shirt, jacket, and training gear.)
2. Maintain a professional appearance at all times when representing the club
3. Refrain from using tobacco products, alcohol, or illegal substances when in a coaching capacity
4. Use social media responsibly, ensuring all posted content reflects positively on the club

### **Communication Standards**

1. Respond to player and parent communications within 24 hours
2. Maintain appropriate professional boundaries in all communications
3. Use only approved club communication channels for team information
4. Document all significant player issues and communicate them to the appropriate Director
5. Support club decisions publicly, address any concerns through proper internal channels
6. Avoid discussing team dynamics, player performance, or personal issues in public or over social media. Always uphold confidentiality when dealing with sensitive matters.

### **Communication with Players**

To maintain appropriate boundaries and ensure transparency, coaches are required to communicate with players **only when a parent or legal guardian is included in the communication**. This includes, but is not limited to:

- **Text messages**
- **Emails**
- **Phone calls**
- **Social media interactions**

Coaches should always include a parent or guardian in any direct communication with players regarding team matters, including scheduling, game details, or performance-related discussions.



This policy is in place to maintain transparency and to ensure the safety and well-being of the players. Coaches should refrain from engaging in any private, one-on-one communication with players without the presence of a parent or guardian, unless explicitly approved by the club's management.

Any failure to adhere to this policy could result in disciplinary action, including but not limited to a written warning or suspension.

## **PLAYER DEVELOPMENT RESPONSIBILITIES**

### **Individual Player Development**

1. Provide constructive feedback in a manner that encourages growth, focusing on effort, improvement, and potential, rather than just the outcome
2. Prioritize long-term player development over short-term team success
3. Provide regular, constructive feedback to all players regardless of ability level
4. Recognize and celebrate effort and improvement, not just results
5. Utilize video analysis tools to enhance individual player understanding and growth
6. Create opportunities for players to develop decision-making capabilities

### **Team Development**

1. Foster an inclusive environment that values all players' contributions, regardless of their role or playing time.
2. Implement age-appropriate training methods aligned with club curriculum
3. Provide equitable playing time during developmental phases (U8-U12)
4. Balance development and competitive goals appropriately at older age groups
5. Foster a team culture that values both individual creativity and collective responsibility
6. Implement the club's playing style while adapting to the specific needs of your team

### **Holistic Development**

1. Promote the importance of academic excellence and character development
2. Teach life skills including discipline, resilience, teamwork, and leadership
3. Address the physical, technical, tactical, and psychological aspects of development
4. Create a growth mindset environment where mistakes are viewed as learning opportunities
5. Recognize players as individuals with unique needs, learning styles, and personalities

## **ETHICAL STANDARDS AND SAFEGUARDING**

### **Player Safety**

1. Maintain current SafeSport certification, First Aid, and CPR qualifications
2. Never leave players unsupervised during club activities
3. Ensure all activities are appropriate for the age, maturity, and physical condition of players



4. Ensure that any injuries are promptly reported according to club procedures, and all documentation is accurately completed and submitted to the Director and club admin.
5. Always have another adult present when transporting individual players.

### **Mandatory Reporting**

1. Report any suspicion of abuse or misconduct immediately following club protocol
2. If in doubt about a situation, consult the Director or the club's designated safeguarding officer for guidance. Your first priority should always be the welfare and safety of the players.
3. Maintain appropriate physical and emotional boundaries with players at all times
4. Document and report bullying, harassment, or discrimination immediately
5. Uphold club inclusion policies by creating a welcoming environment for all participants
6. Protect the confidentiality of sensitive player information

### **Fair Play and Integrity**

1. Respect officials, opponents, and the rules of the game
2. Maintain composure during disagreements with officials
3. Follow league and tournament rules without exception
4. Model integrity by handling losses with grace and addressing concerns from parents or players in a respectful and transparent manner
5. Prioritize player safety above competitive advantage

## **PROFESSIONAL DEVELOPMENT**

### **Continued Learning**

1. Maintain coaching licenses and certifications as required by your position
2. Complete 25 hours of continuing education annually
3. Actively participate in club coaching education events
4. Contribute to the development of other coaches through collaboration and knowledge sharing
5. Seek out opportunities to observe and learn from coaches inside and outside our club

### **Self-Reflection**

1. Regularly engage in a structured self-assessment process, using feedback from players, parents, and Directors, and set concrete, measurable goals for improvement.
2. Be open to feedback from Directors, peers, players, and parents
3. Maintain a growth mindset regarding personal development
4. Document lessons learned from both successes and challenges
5. Set personal coaching development goals each season

### **Fraternization with Parents**

Coaches are expected to maintain a professional relationship with players and their parents at all times. To preserve the integrity of the coaching environment and avoid conflicts of interest or perceptions of favoritism,



coaches are **not allowed to engage in any form of personal or inappropriate fraternization with parents.** This includes, but is not limited to:

- **Personal relationships:** Establishing romantic or close personal relationships with parents.
- **Social interactions:** Engaging in social or private activities (e.g., outings, social media interactions) with parents outside of team-related events or activities.
- **Gifts or favors:** Accepting gifts, personal favors, or special treatment from parents that could be perceived as preferential or compromising the coach's objectivity.
- **Over-involvement:** Engaging in extensive or overly familiar communications or interactions with parents regarding team-related matters outside of the professional context.

Coaches should maintain appropriate professional boundaries and direct any concerns or issues with players or parents to the appropriate club director or management, rather than addressing them personally.

Violating this policy could result in disciplinary action, including but not limited to suspension or termination of coaching responsibilities.

## Zero Tolerance Policy

Sporting California USA maintains a strict zero-tolerance policy for the following behaviors. Any violation of these policies will result in immediate and serious disciplinary action, including potential termination of coaching responsibilities, regardless of prior conduct or warnings:

- **Abuse or harassment:** Any form of physical, emotional, or verbal abuse towards players, parents, staff, or any other individuals associated with the club.
- **Discrimination:** Any act of discrimination, harassment, or unequal treatment based on race, gender, sexual orientation, religion, nationality, or any other protected characteristic.
- **Substance abuse:** Use or possession of alcohol, tobacco, illegal drugs, or other controlled substances while involved in any coaching-related activity or event.
- **Inappropriate behavior:** Engaging in conduct that undermines the integrity or reputation of the club, including but not limited to dishonesty, fraud, or unethical practices.
- **Failure to adhere to safeguarding protocols:** Not following mandatory reporting requirements for suspected abuse, misconduct, or unsafe behavior, or neglecting to maintain required certifications (e.g., SafeSport, CPR, First Aid).
- **Physical violence:** Any physical altercations, threats of violence, or intimidation towards others.
- **Bullying:** Any form of bullying or intentional mistreatment of players, staff, or others within the club environment.



## DISCIPLINARY PROCEDURES

Violations of this Code of Conduct may result in disciplinary action, including but not limited to:

1. Verbal warning
2. Written reprimand
3. Temporary suspension from coaching duties
4. Required additional training or education
5. Termination of coaching position

Sporting California USA reserves the right to terminate a coach's contract with or without prior warning, depending on the severity of the violation, the coach's conduct, or any other factors deemed necessary by the club. All disciplinary actions will be documented and maintained in the coach's file.

Sporting California USA reserves the right to update, amend, or revise this Coach Code of Conduct as needed. Coaches will be notified of any changes, and it is the responsibility of each coach to stay informed of the most current version. Continued participation in the club's activities is contingent upon adherence to the current Code of Conduct. By signing this document, coaches acknowledge their understanding of and commitment to upholding the standards set forth in this agreement.

## ACKNOWLEDGMENT

I, \_\_\_\_\_, have read, understand, and agree to abide by the Sporting California USA Coach Code of Conduct. I understand that my continued association with the club is contingent upon adherence to these standards.

Signature of Coach: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Manager: \_\_\_\_\_ Date: \_\_\_\_\_

Director Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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**SPORTING CALIFORNIA USA: FORGING CHAMPIONS, BUILDING CHARACTER,  
TRANSFORMING COMMUNITIES**

