

**Coaches/Trainers Code of Conduct**

Herndon Youth Soccer is an organization committed to teaching and enjoyment of youth soccer. Herndon Youth Soccer seeks to promote the highest possible standards of professionalism, sportsmanship and ethical conduct among its coaching and training staff. Each Head and Assistant Coach and trainer is required to demonstrate the actions specified in this Coaches Code of Conduct, the Club’s Social Media Policy and the Virginia Youth Soccer Association Code of Conduct Policy while engaging in all activities related to Herndon Youth Soccer.

 **Personal Conduct:**

 • Expected to conduct themselves in a professional manner at all times while representing Herndon Youth Soccer.

• Refrain from the use of profane or abusive language during games and/or practices.

• Refrain from the use of alcohol or tobacco when in the presence of players and parents.

• Show respect for all players, opponents, coaches, parents and officials.

• Use or possession of any illegal substance or illegal activity of any kind will not be tolerated.

• Expected to wear the approved Adidas gear during all training and games.

 **Team & Player Development**

 • Create a positive and safe learning environment for all players.

 • Provide clear communication to players and parents regarding team schedules, requirements, expectations and discipline policies.

• Provide appropriate, timely and proactive communications to players and parents regarding individual player progress and developmental needs.

• Engage in ongoing communication with the Technical Director and other coaches regarding training methods and individual player developmental needs and opportunities.

 • Be prepared to lead training sessions that are instructive and fun.

• Attendance and early arrival at practices and games is expected and mandatory unless prior arrangements have been made.

 • Prepare for each game by creating a strategy suitable for the players’ abilities and the opponent.

• Motivate and teach with positive reinforcement. Encourage clean, skillful and sportsmanlike play.

• Minimize coaching from the touchlines.

• Balance the desire to win with providing all players the opportunity to appropriately play and contribute.

 • Give utmost consideration to player safety in all activities.

 • Be knowledgeable and educate players in the letter, spirit and application of the Laws of the Game.

• Should have limited interaction with players on any social media outlets.

• Coaches/Trainers shall never discuss a player with a parent who is not related to that player.

• Maintain a professional relationship with all player’s parents and avoid confrontation immediately following a game or training session. Use the 24 hour rule.

• Return all phone calls and emails within a 24 hour period.

 • Strive to foster a love of the game and encourage players to give back to the game and community.

**Sportsmanship**

 • Encourage good sportsmanship by demonstrating respect for all players, opponents, coaches, parents and officials.

• Will coach within the spirit and laws of the game.

• Maintain the highest standard and conduct and good sportsmanship and expect the same from players and parents.

 • Promote a climate of enjoyment among parents and spectators.

**Club & League Policies**

• Observe, apply and adhere to the rules and policies of the Herndon Youth Soccer Club.

 • Actively promote and participate in club tryouts. Discuss all decisions to remove or cut a member of your team with the Technical Director prior to making any final decisions.

• Utilize facilities and equipment in accordance with club guidelines and procedures.

 • Report to appropriate Herndon Youth Soccer staff or board member any perceived misconduct by a coach, player, parent or official.

• Seek out opportunities for continuing coaching education and licensing.

• Adhere to the letter and spirit of rules established by US Soccer, US Youth Soccer Association, Virginia Youth Soccer Association, and all affiliated leagues and tournaments. Disciplinary Action Reported violations of this Code of Conduct will be investigated by appropriate Staff or Board members. Resulting disciplinary actions may include probation, suspension or expulsion from current and future club activities. All disciplinary actions will be in accordance with the rules of the Virginia South Youth Soccer Association.

Specific Harassment Policy for Herndon Youth Soccer

Herndon Youth Soccer is committed to providing a working environment free of harassment. What is workplace harassment?  According to the State of Virginia, workplace harassment is, "....any unwelcome verbal, written or physical conduct that either denigrates or shows hostility or aversion towards a person on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, veteran's status or pregnancy or other protected status that: (1) has the purpose or effect of creating an intimidating, hostile or offensive work environment; (2) has the purpose or effect of unreasonably interfering with an employee's work performance; or (3) affects an employee's employment opportunities or compensation."

 I have read and understand the Coaches Code of Conduct, the Club’s Social Media Policy and the US Youth Soccer and Virginia Youth Soccer Associations Code of conduct Policy and agree to abide by their letter and spirit in my responsibilities as a Herndon Youth Soccer Coach.

Print Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Adopted 7/15/2021 by HYS Board of Directors**

Add Harassment policy