



West Coast Volleyball Club Coach Agreement Form

This following agreement outlines the responsibilities of a West Coast Volleyball Coach. By reading and signing this agreement, you are hereby acknowledging the requirements and guidelines set forth by the Club's Board of Directors.

Club Vision

Our Vision at West Coast Volleyball Club is to establish a culture that inspires, educates, and develops future leaders, promoting both volleyball and personal excellence for each athlete. We hope to instill a lifelong love of the game in a competitive, respectful, positive and supportive environment.

Club Mission

West Coast Volleyball Club is committed to providing the best possible environment for our volleyball athletes to reach their maximum potential through supportive and educated coaches. We promote personal growth of all athletes through the development of sportsmanship, work ethic and volleyball skills.

Coach Guiding Principles

1. While court time is limited, every effort will be made to give all eligible players the opportunity to play.
2. We believe that in our club, volleyball is a game where work ethic, attitude, and sportsmanship are more important than winning at all costs but that these attributes can lead to success both on and off the court.
3. We believe that coaches exert a powerful influence over their players and we insist that coaches and other club officials, while expecting the best from their players, exhibit at all times a positive, constructive and supportive coaching strategy and provide a role model that is beyond reproach.
4. As our focus is on youth, we encourage parents to become involved and supportive both with their team and the administration. The goal is for players, parents, and coaches to feel part of West Cost Volleyball Club).

Code of Conduct

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal as well as athletic development of their athletes. They must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse it. Coaches must also recognize that they are conduits through which the values and goals of a sport organization are channeled. Thus how an athlete regards his/her sport is often dependent on the behaviour of the coach. The following Code of Conduct has been developed to aid coaches in achieving a level of behavior that will allow them to assist their athletes in becoming well-rounded, self confident and productive human beings.

COACHES HAVE A RESPONSIBILITY TO:

1. Treat everyone fairly within the context of their activity, regardless of gender, place of origin, colour, sexual orientation, religion, political belief or economic status.
2. Direct comments or criticism at the performance rather than the athlete.
3. Consistently display high personal standards and project a favourable image of their sport and of coaching.
 - Refrain from public criticism of fellow coaches; especially when speaking to the media or recruiting athletes.
 - Abstain from the use of tobacco products while in the presence of her/his athletes and discourage their use by athletes.
 - Abstain from drinking alcoholic beverages when working with athletes.
 - Discourage the use of alcohol in conjunction with athletic events or victory celebrations at the playing site.
 - Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of his/her duties.
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. Communicate and co-operate with registered medical practitioners in the diagnoses, treatment, and management of their athletes' medical and psychological problems. Consider the athletes' future health and well-being as foremost when making decisions regarding an injured athletes' ability to continue playing or training.
6. Recognize and accept when to refer athletes to other coaches or sport specialists. Allow athletes' goals to take precedence over their own.
7. Regularly seek ways of increasing professional development and self-awareness.
8. Treat opponents and officials with due respect, both in victory and defeat, and encourage athletes to act accordingly. Actively encourage athletes to uphold the rules of their sport and the spirit of such rules.
9. In the case of minors, communicate and co-operate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development.
10. In an educational institution, be aware of the academic pressures placed on student-athletes and

conduct practices and games in a manner so as to allow academic success.

11. All coaches need to be present and on time for all practices and tournaments unless extenuating circumstances have arisen. Ensure some way to communicate with another coach or the club director so players are informed?
12. Coaches should not be 'friends' or using other forms of social media such as Facebook, Instagram, Snapchat etc. with their players or other players in the club.

COACHES MUST:

13. Ensure the safety of the athletes with whom they work.
14. Coaches must follow and enforce the Return to Play Policies set forth by the local health authorities and West Coast Volleyball Club. This includes all policies and procedures laid out in the club's Communicable Disease Plan.
15. At no time become intimately and/ or sexually involved with their athletes. This includes requests for sexual favours or threat of reprisal for the rejection of such requests.
16. Respect athlete's dignity; verbal or physical behaviours that constitute harassment or abuse are unacceptable (definition of harassment is attached).
17. Never advocate or condone the use of drugs or other banned performance enhancing substances.
18. Never provide under age athletes with alcohol.
19. Coaches must be willing to have open and honest discussion regarding player's personal and skill development
 - Questions to consider:
 1. Is the player ready to play with an older age group? (This includes both social and volleyball skills)
 2. Is this best for their development as a player?

Travel

20. Coaches are responsible for determining the tournament schedule for their own team.

Coaches must communicate with the Club Director what their schedule will be by January 1, 2025. We plan for a club wide tournament during the course of the season which will need to be included in the budget. The executive will let you know what tournament this will be by the end of December.

 - The club director will register each team for all the Volleyball BC and US tournaments.
 - Coaches are responsible for registration of all local non-VBC tournaments.
 - ii. All money and forms must be collected from players **prior** to departure or player(s) cannot go on the trip
 1. Required forms for US tournaments
 - a. Volleyball Canada Letter of Good Standing
 - b. USA Volleyball Foreign Team Tournament Registration Summary Form

- c. USA Volleyball Season Foreign Participant Registration (Coach needs 1 copy and each player should have 1 copy with them at all times)
 - d. USAV Youth and Junior Volleyball Player Medical Release Form (Coach needs 1 copy and each player should have 1 copy with them at all times)
 - e. Copy of 24hr medical insurance that covers competition in sport
 - f. Copy of a valid Passport
 - g. Copy of BC CareCard
- b. Budget for tournaments
 - i. The club will provide basic budgets for travel tournaments, but coaches will need to modify as needed and ensure they balance in the end. If necessary, coaches are responsible for collecting additional fees from players to cover all tournament costs.
 - ii. Coaches are responsible for creating a budget outlining all associated tournament costs. The budget should detail all costs and should be made available to players.
- c. Money Collection
 - i. Coaches are required to keep a detailed record of all funds collected from players.
 - 1. For all tournaments all money needs to run through the club (unless you have permission from the executive to do otherwise)
 - a. All money collected from players or parents needs to be submitted to the Treasurer
 - b. For expenses incurred out of pocket (ie. Food, hotel, gas, etc...) coaches and parents must submit a receipt to the Treasurer for a reimbursement.

West Coast Volleyball is a club that is proud to have the club philosophy that we are all family. This isn't limited to the players. Coaches have a responsibility to help and support our fellow coaches and players throughout and beyond the club season.

DEFINITION OF HARASSMENT

Harassment takes many forms but can generally be defined as behaviour including comments and/ or conduct which is insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual, or group of individuals, or which creates an uncomfortable environment.

Harassment may include:

- Written or verbal abuse or threats
- Sexually oriented comments
- Racial or ethnic slurs unwelcome remarks, jokes, innuendoes, or taunting about a person's body, attire, age, marital status, ethnic or racial origin, religion etc.
- Displaying of sexually explicit, racist, or other offensive or derogatory material

- Sexual, racial, ethnic, or religious graffiti
- Practical jokes which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- Unwelcome sexual remarks, invitations, or requests whether indirect or explicit, or intimidation
- Leering (suggestive staring), or other obscene or offensive gestures
- Condescension, paternalism, or patronizing behaviour which undermines self-respect or adversely affects performance or working conditions
- Physical conduct such as touching, kissing, patting, pinching, etc.
- Vandalism
- Physical assault

Coaching Requirements

1. All coaches must complete the following before they can be eligible to coach a team:
 - a. NCCP Certification
 - b. Criminal Record Check
 - c. VBC Membership

I Acknowledge I have read the Coaches agreement and accept it as a guiding principle of my coaching efforts and conduct for the Club for this season.

Name of Coach: _____

Signature of Coach: _____

Date: _____

Club Team: _____

Name of Club Director: _____ Wayne Loewen _____

Signature of Club Director: _____

Date: _____