

## Coaches – Code of Conduct

In addition to Volleyball Victoria's General Code of Conduct, as a coach in any activity held by or under the auspices of Australian Volleyball Federation, Volleyball Victoria, an Affiliated Association or an Affiliated Club you must meet the following requirements in regard to your conduct during any such activity or event.

The role of the coach has changed considerably over the years. Increasingly, coaches are being required to deal with complex ethical issues such as sportsmanship, drugs in sport, cheating, bullying, respect for officials and referees, abuse of power and harassment and discrimination. As the role of the coach has become more complex and challenging, the legal and moral expectations placed on the coach have also changed considerably.

It is therefore essential that coaches operate professionally and with integrity both on and off the court and in their relationships with those who participate in or associate with volleyball.

The ethical rights and responsibilities listed below are general and universal in nature. All coaches should be provided with these rights and should be required to meet these responsibilities in conducting their duties as coaches. Coaches may be obliged, however to meet other or additional ethical requirements as stated in other documents such as member protection policies or codes of behaviour. Coaches who are accredited with the National Coaching Accreditation Scheme (NCAS) are also bound by volleyball's Code of Ethics.

It is important that there is balance between the rights due to a coach and the responsibilities a coach is required to fulfill. This document will assist coaches to meet legal obligations and community expectations, ensure the safety of participants and enjoy the work they do as a coach.

### **From an ethical perspective, every coach has the right to:**

- A safe environment free from discrimination, harassment and abuse.
- Be treated fairly and with respect and dignity by players and participants (including parents, managers, officials, referees, club members and supporters) in carrying out the duties required of a coach.
- Guidance and support from club officials, support personnel and board/committee members.
- Encouragement and courtesy from the volleyball community.
- A fair process and principles of natural justice being consistently applied, should the coach become the subject of or involved in a complaint, allegation or investigation within volleyball.
- Access to clearly articulated legal and moral standards and requirements through codes, policies, rules, regulations, guidelines and procedures manuals as defined by Volleyball Victoria or an Association or Club.
- Training, development and educational opportunities, so that a coach's techniques, methods and skills remain current and effective.

### **From an ethical perspective, every coach is responsible for:**

- Providing a safe environment for players and participants (including officials, referees, parents, managers, administrators and support personnel) that is free of discrimination, harassment and abuse.
- Treating all players and participants fairly, with respect and dignity regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
- Ensuring any physical contact with players is appropriate to the situation and necessary for the player's skill development.
- Developing the sporting skills, knowledge and experiences of players and participants.
- Ensuring they provide all athletes equal time, attention and sporting opportunities whenever possible.
- Promoting fair play, team work and appropriate sporting behaviour.
- Accepting and respecting the role of referees, officials and encouraging players to do likewise.
- Refraining from any behaviour that may bring volleyball or state, association or club into disrepute.
- Conducting yourself with integrity and honour both on and off the court and being a positive role model for others.
- Providing feedback to players, referees, officials, support personnel and other participants in a professional manner that is appropriate and sensitive to their needs and avoiding overly negative feedback.
- Maintaining an uncompromising adherence to volleyball's standards, rules, regulations, codes, by-laws and policies encouraging players to do likewise. Coaches must accept both the letter and spirit of the rules.
- Understanding and complying with Victoria's child protection requirements.
- Not using their involvement with volleyball, a member association or an affiliated club to promote their own beliefs, behaviours or practices where these are inconsistent with those of the sport or the club.
- Being knowledgeable of compliance with the anti-doping rules set out by Australian Volleyball Federation in conjunction with the governing body Australian Sports Anti-Doping Authority (ASADA), Victorian Department of Sport and Recreation and/or Centre of sporting excellence or development (e.g. Academy of Sport, Australian Institute of Sport).
- Maintaining and improving coaching skills and qualifications through development, training and education opportunities.

### **In summary:**

1. Treat all participants with respect at all times. Be honest and consistent with them. Honour all promises and commitments, both verbal and written.
2. Respect the rights, dignity and worth of players, fellow coaches, referees, officials, parents/guardians and spectators regardless of their gender, ability, cultural background, religion, political beliefs, socio-economic status and other conditions.
3. Provide feedback to participants in a caring sensitive manner to their needs. Avoid overly negative feedback.

4. Place the safety and welfare of the players above all else.
5. Refrain from any form of harassment, abuse or discrimination towards others.
6. Avoid situations with your players and participants that could be construed as compromising.
7. Behave in a sportsmanlike manner at all times and ensure that the game of volleyball is not brought into disrepute by your actions.
8. At all times act as a role model that promotes the positive aspects of sport and of volleyball by maintaining the highest standards of personal conduct and projecting a favourable image of the sport of volleyball and of coaching at all times.
9. Be courteous, respectful and open to discussion and interaction. Involve the player or participant in decisions that affect them.
10. Encourage and facilitate participants' independence and responsibility for their own behaviour, performance, decisions and actions.
11. Recognise participants' rights to consult with other coaches and advisers. Cooperate fully with other specialists.
12. Make no detrimental statements in public in respect of the performance of any match referee or officials.
13. Provide a climate of mutual support amongst the players. Encourage players to respect one another and their worth within the team.
14. Determine, in consultation with player/participants and others, what information is confidential and respect that confidentiality.
15. Be aware of the FIVB Rules of the Game, AVF and Volleyball Victoria, affiliated Associations and Clubs rules, policies and guidelines. Understand your responsibility if you breach, or are aware of any breaches of their Codes of Behaviour.
16. Accept and respect the role of referees and officials in ensuring that competitions are conducted fairly and according to established rules.
17. At all times use appropriate training methods which in the long term will benefit the participants and avoid those that could be harmful.
18. Ensure that the tasks/training set are suitable for age, experience, ability and physical and psychological conditions of the participants.
19. Provide a safe environment for training and competition.
20. Recognise the individual differences in players and cater to these as best you can. Always think of the player's long-term best interests.
21. Conduct yourself in a responsible manner relating to language, temper and punctuality.
22. Be acutely aware of the power that you as a coach develop with your players/participants in the coaching relationship and avoid any sexual intimacy that could develop as a result.
23. Adhere to the Volleyball Victoria Anti-Doping Policy, Alcohol Policy and Smoke Free Policy. Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substances.
24. Make a commitment to providing a quality service to your players. Provide a training program which is planned and sequential. Maintain or improve your current NCAS accreditation, seek continual improvement through performance appraisal and ongoing coach education and be open to other people's opinions.

25. Respect the fact that your goal as a coach for the participant may not always be the same as that of the participant. Aim for excellence based upon realistic goals and due consideration for the participant's growth and development.
26. Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interests of your participants.
27. Refrain from using obscene, offensive or insulting language and/or making obscene gestures which may insult players, referees, officials or spectators.
28. Respect other coaches and always act in a manner characterised by courtesy and good faith.
29. Encourage participants and coaches to develop and maintain integrity in their relationships with others.
30. Do not do anything which adversely affects or reflects on or discredits the game of volleyball, Volleyball Victoria, the AVF, or any team, competition, tournament, sponsor, official supplier or licensee, including but not limited to, any illegal act or any act of dishonesty or fraud.

#### **Related Documents:**

Please reference and observe the principles of the **Child Safe Code of Conduct**