Guelph Gryphons Coaches Code of Conduct

Purpose

The purpose of this code is to articulate expectations for all coaching staff, whether full-time, part-time or volunteers. The code applies to the full coaching team – coaches, recruiters, administrative support and trainers.

Guiding Principles

The University of Guelph is a supportive and inclusive community that aspires to excellence. We are dedicated to nurturing an environment that supports students in reaching their full academic and personal potential.

Coaches have a unique role to play within this environment. They are highly visible in the external community, and play an important mentorship role, both for varsity athletes as well as young athletes in the city. In this high-profile role, it is expected that all coaches (paid or volunteer) associated with the University of Guelph Intercollegiate Program conduct themselves with integrity and to the highest standards of conduct in competition, in practice and in all public forums.

Similarly, the Department is dedicated to the highest standards of human equality and academic freedom as outlined in the “Human Rights Policy”. We place great value in ensuring an environment that is safe, positive, respectful and conducive to the pursuit of academic and athletic excellence.

https://www.uoguelph.ca/diversity-human-rights/human-rights-policy-and-procedures

Finally, the Department lives by the Gryphon values. These values are embodied in five core commitments that ground our actions and interactions at the University of Guelph, in the community, and in the world beyond our campus: Gryphons are respectful and caring; determined to do our best; engaged both inside and outside of the classroom; and authentic to our true selves. These five commitments are the foundation for I am a Gryphon.

Weblink: https://gryphlife.uoguelph.ca/organization/iaag

Behavioral Expectations for Coaching Staff

All coaching staff are expected to abide by the following commitments:

- to treat others with the utmost respect and dignity;
- to engage in behavior that enhances the image of the University of Guelph;
- to apply the core values of fairness and player safety;
- to work to eliminate sexist, racist, and/or discriminatory behavior and language, both personally and within the team;
• to not use profane, insulting, harassing and otherwise offensive behavior and work to promote a similar environment amongst the team;
• to treat opponents and officials with due respect, both in victory and defeat and encourage athletes to act accordingly;
• to actively encourage athletes to uphold the rules of their sport and the athlete code of conduct.

To meet these expectations, adherence to the following regulations is required (coaches are responsible to communicate these expectations to their teams/athletes):

• Hazing/initiation activities of any type are NOT permitted. (Hazing activities are defined as: any action taken or situation created as part of initiation to or continued membership on a team, which 1) produces or could be expected to produce mental or physical discomfort, harm, stress, embarrassment, harassment, or ridicule; or 2) which violates University of Guelph policy, the University of Guelph Anti-Hazing Policy, and/or the Student Athlete Code of Conduct or law. This applies to behavior on or off University premises. Any orientation/team building activity must be organized in concert with University Community Principles as described in the “Student Rights and Responsibilities” policy;
• The consumption/use of alcohol or illegal/banned substances while on route to or from, or at the site of athletic events/contests, competitions or practices is NOT permitted. The consumption or possession of alcohol on Gryphon team transport is strictly prohibited. At Department of Athletics sanctioned events, or those events sanctioned by other OUA/USPORTS member institutions where alcohol may be available, student athletes are required to adhere to all provincial and/or federal laws and conduct themselves responsibly.
• The purchase or consumption of alcohol for or with student athletes is strictly prohibited
• The use of illegal drugs or performance enhancing drugs, per U SPORTS regulations, is prohibited;
• Fighting and/or property damage is prohibited.
• The use of tobacco is prohibited during team transport and at any competition facility, team room, etc.
• Any postings on any social media including Facebook, twitter, instagram, etc. are subject to the Code of Conduct expectations

All players, coaches, team staff members, and employees of the Department of Athletics are required to always behave in a manner consistent with the University of Guelph Gryphons Code of Conduct.

Prohibited Conduct

The following prohibited conduct applies to coaches, support staff, volunteers and administrators who are defined as Individuals below:

** Adapted from the Code for Prohibited Conduct in Sport (Canadian Centre for Ethics in Sport)**

The following conduct is expressly prohibited by a coach:
1. The coach shall not have sexual relations, or sexual intimacy of any description, with any athlete the coach is coaching or with any other sport participant the Individual has access to in the sport environment.

2. The coach shall adhere to the University of Guelph Sexual Violence Policy (https://uoguelph.civicweb.net/document/126417) and refrain from all types of sexual misconduct in the sport environment. Age is not relevant to allegations of sexual misconduct. For the purposes of this Code, sexual misconduct shall include either or both of the following:

   A) the use of power or authority in an attempt, successful or not, to coerce another person to engage in or tolerate sexual activity. Such abuses of power and authority include, but are not limited to, explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance;
   B) engaging in deliberate or repeated unsolicited sexually oriented comments, anecdotes, gestures or touching, that: i. are offensive and unwelcome, or ii. create an offensive, hostile or intimidating environment, or iii. can reasonably be expected to be harmful to participants in the sport environment.

3. The coach shall not use or possess illegal drugs or substances, as defined by the Criminal Code of Canada, while participating in the sport environment.

4. When driving a vehicle anywhere with an athlete or other sport participant inside, the coach shall not: (i) consume alcohol; or (ii) have his or her license temporarily or permanently suspended due to an elevated blood alcohol level; or (iii) be under the influence of illegal drugs or substances, as defined by the Criminal Code of Canada.

5. The following Criminal Code of Canada convictions are fundamentally inconsistent with the coach’s continued involvement with athletes and sport participants. Proof of the coach’s conviction for any of the following Criminal Code of Canada offences, whenever obtained, shall be a breach of this Code: Any offences involving child pornography
   b. Any sexual offences involving a minor
   c. Any offence of assault involving a minor
   d. Any offence of physical or psychological violence involving a minor

6. The coach shall not engage in deliberate cheating or breaching of OUA or U-Sport regulations which is intended to manipulate the outcome of a competition.

7. The coach shall not offer or receive any bribe and shall not offer or receive any similar benefit which is intended to manipulate the outcome of a competition. The coach shall not attempt to cover up or conceal any conduct of any coaching staff member that is, or may be, in breach of this Code, or any athlete in violation of the Student Athlete Code of Conduct.
Code of Ethics

All coaches associated with the University of Guelph Intercollegiate Program agree to follow the National Coaches Certification Program (NCCP) Code of Ethics (2016) below:

Ethical Principles and Their Corresponding Behaviours/Expectations

Principle Standards of Behaviour Expected of Coaches

Physical safety and health of athletes
- Ensure that training or competition site is safe at all times
- Be prepared to act quickly and appropriately in case of emergency
- Avoid placing athletes in situations presenting unnecessary risk or that are beyond their level
- Strive to preserve the present and future health and well-being of athletes

Coaching responsibly
- Make wise use of the authority of the position and make decisions in the interest of athletes
- Foster self-esteem among athletes
- Avoid deriving personal advantage for a situation or decision
- Know one’s limitations in terms of knowledge and skills when making decisions, giving instructions or taking action
- Honour commitments, word given, and agreed objectives
- Maintain confidentiality and privacy of personal information and use it appropriately

Integrity in relations with others
- Avoid situations that may affect objectivity or impartiality of coaching duties
- Abstain from all behaviours considered to be harassment or inappropriate relations with an athlete. Always ensure decisions are taken equitably

Respect
- Ensure that everyone is treated equally, regardless of age, ancestry, colour, race, citizenship, ethnic origin, place of origin, language, creed, religion, athletic potential, disability, family status, marital status, gender identity, gender expression, sex, and sexual orientation
- Preserve the dignity of each person in interacting with others
- Respect the principles, rules, and policies in force

Honouring sport
- Strictly observe and ensure observance of all regulations
- Aim to compete fairly
- Maintain dignity in all circumstances and exercise self-control
- Respect officials and accept their decisions without questioning their integrity