COACH CODE OF CONDUCT

Preamble

The coach plays a crucial role in the physical, moral and social development of participants. Their influence extends beyond sport: they are a model of respect, integrity and safety. They must place participants' well-being ahead of results and use sport as a tool for education.

Ensuring Participants' Physical Safety and Health

The coach must:

- Ensure that training, competition and activity sites are safe at all times.
- Be prepared to respond quickly in an emergency.
- Avoid exposing participants to unnecessary risks or risks that are inappropriate for their level.
- Protect participants' health and their physical and psychological integrity.
- Obtain parental authorization before transporting a minor participant.
- Wait 24 hours before communicating any sensitive comment to a participant in order to prevent impulsive reactions.

Coaching Responsibly

The coach must:

- Use their authority fairly and always in the best interests of participants.
- Promote young people's self-esteem.
- Avoid any personal advantage or biased decision.
- Recognize the limits of their competence and act within their area of expertise.
- Respect the confidentiality of personal information.
- Use social media and other digital platforms in a respectful and ethical manner.

- Avoid storing personal data on personal devices. Any communication with a minor must include the parents and take place through the club's official platform (e.g., Mon Club Sportif).
- Refrain from consuming alcohol or drugs while carrying out their duties.
- Promote an environment of fairness and respect.

Integrity and Professional Relationships

The coach must:

- Avoid conflicts of interest or any situation that compromises impartiality.
- Refrain from any abusive, violent, harassing, negligent or inappropriate behaviour.
- Never be alone with a participant in a private setting, whether physical (room, locker room, vehicle) or virtual (private messaging).

Examples of specific precautions:

- Electronic communications with a minor must include the parents.
- Use group messages rather than individual communications.
- Request the presence of an adult during one-on-one meetings.
- Never transport a minor alone without written parental authorization.
- During travel, supervisors must sleep in adjacent rooms and room visits must be conducted by trained adults in mixed-gender pairs.

Prevention of Abuse and Harassment

The coach must:

- Demonstrate zero tolerance for abuse, harassment, neglect and all forms of violence.
- Encourage young people to report any inappropriate behaviour.
- Refer to the resources available at www.sportbienetre.ca.

Respect and Fairness

The coach must:

- Treat every person fairly, without discrimination based on age, sex, race, language, religion, sexual orientation, gender identity or any other factor.
- Preserve human dignity in all interactions.
- Respect the club’s rules, policies and values.

Integrity in Competition

The coach must:

- Strictly observe the rules of the sport.
- Promote fairness and respect for opponents.
- Control their emotions and lead by example at all times.
- Respect officials’ decisions.

Safe and Ethical Practices

Physical contact: what is acceptable

- Give a high-five to congratulate.
- Briefly and appropriately adjust a movement.
- Catch a participant to prevent an injury.
- Massage with the athlete’s permission.
- Briefly place a hand on the shoulder, back or head to encourage.
- Form a group huddle to strengthen team spirit.

Unacceptable physical contact

- Touch intimate areas.
- Hit, shake or push a participant.
- Kiss a participant.
- Prolong physical contact or massage.
- Massage without permission.

- Physically punish a participant.

Behavioural Guidance

The coach must:

- Encourage respect, fair play and sportsmanship.
- Congratulate colleagues and athletes.
- Speak out against all forms of bullying, cheating or violence.
- Have fun, improve and lead by example.
- Refrain from insults, degrading remarks, physical punishment or abuse of authority.
- Intervene consistently when unacceptable behaviour is observed.

Sexual Consent and Position of Authority

- Any sexual activity between a person in a position of authority and a minor is strictly prohibited, regardless of consent.
- The legal age of consent is 16, except when the other person is in a position of authority, in which case the threshold is 18.

Initiation Rituals: What Is Permitted and Prohibited

Acceptable:

- Group games that promote integration.
- Fundraising or mentoring activities.

Unacceptable:

- Removing clothing.
- Forcing someone to consume alcohol or drugs.
- Humiliation, violence, sexual remarks, simulations of sexual acts, isolation or physical violence.

Physical Discipline

Prohibited:

- Hitting, striking or imposing physical punishments (such as excessive push-ups or punitive training).

Mental Health and Emotional Management

The coach must:

- Promote positive self-talk.
- Teach emotional regulation.
- Avoid yelling, insults or humiliation.
- Never marginalize an athlete.