



SUPERIOR NORTH VOLLEYBALL CLUB Coach Agreement and Code of Conduct

Club Mission

Our mission is to support Superior North athletes and coaches in their pursuit of excellence in volleyball. Our staff will provide high-level technical skills training and tactical instruction in a positive learning environment that fosters personal growth, knowledge and skill development, good sportsmanship and a passion for the game of volleyball.

Guiding Principles

1. While court time is limited, every effort will be made to give all eligible athletes 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 athletes and we insist that coaches and other Club officials, while expecting the best from their athletes, 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 with both their team and the administration. The goal is for athletes, parents, and coaches to feel part of the SNVC.

Philosophy

At SNVC, our primary objective is to develop volleyball athletes in Thunder Bay and District. However, it is more than that. We want them to learn the RIGHT way to play. That means the right skills, the right attitude and the "team" concept. Yes, we would like to win, but not at all costs. We know from experience that if athletes are patient and get many opportunities to perform, eventually success will come our way.

We view success as the development of a good person, who has learned how to play the sport properly, with dignity and class. If we can accomplish this, these young athletes will graduate high school with the desire to play well into their 20s and beyond. Playing volleyball will allow them to meet people with similar life goals and aspirations. They will have learned a lifelong activity and made lifelong friendships. Some athletes in the Club will develop beyond the high school level, and play college or university. Our Club system will assist in developing and nurturing these athletes to achieve their goals, whatever those goals may be.

So how does this translate to reality, coaching a successful program? What does it look like? Envision this:

Your team is made up of 12 athletes. You practice twice a week and play in many tournaments leading up to the provincial championships. At tournaments, you do your best to play everyone equally during round robin play. During tournament playoffs, you try to maintain the same philosophy, however, at times you elect to sub out an athlete that is struggling on the court. In the end, you have done your best to play everyone equally, because, after all, it is just a tournament (athletes will not develop unless they get a chance to make mistakes and learn from them). During the final tournament of Championships, you use the same fair play philosophy, however the real competitive athletes want to win. Therefore, you try to play everyone during round robin play, but you may make substitutions to keep the momentum going with the winning group on the court. Playoffs in your final Championship tournament is your chance to use your most skilled athletes and strategies to best succeed. You

choose to go with the athletes that have been proving themselves all year. It turns out, you have actually played all of your athletes to some degree and you have done better than all had anticipated. Your season has been deemed a success!

Certification, Requirements and Tools

All Coaches must complete certification requirements (as needed), criminal records checks, and Level 1 first aid (if necessary) in order to be eligible to coach a team. Coaches will be fully reimbursed for these certifications. Receipts are to be submitted to the SNVC Treasurer at snvcfinance@gmail.com for reimbursement. Any courses outside of the required eligibility certifications must be approved by the Board of Directors.

Depending where a coach chooses their team to compete, there are certain requirements that will be expected in order for a coach and their team to attend competitions. See following eligibility requirement policies for Ontario Championships, Nationals and Manitoba Provincials:

- [2023-2024 Coach Eligibility Policy](#)
- [2023 National Championships Coach Eligibility](#)
- [2023 Volleyball Manitoba Coaching Requirements](#)

Organizational Supports provided by SNVC

- Communication - Coaches will be provided with access to TeamSnap for all communication needs with their team (assistant coaches, athletes, parents, team managers, etc.). Coaches are expected to use the Rule of Two when communicating with athletes. For more information on Rule of Two guidelines, click [here](#).
- Registration and Membership - SNVC Secretary is responsible for registration and membership and will provide each coach with updated team rosters.
- Facility Bookings - SNVC Vice President is responsible for booking all facilities and gyms.
- Tournament Bookings - SNVC Program Director is responsible for booking tournaments selected by coaches.
- Clothing - Coaches will receive a clothing package with access to order additional clothing through the online clothing store.
- Equipment - Volleyballs are provided by SNVC for all practices and scrimmages. Each team will have a med kit for first aid, in addition to an Emergency Action Plan binder including medical information for each athlete. Coaches are responsible to report any lost or damaged equipment that SNVC has assigned to them.
- Honorariums - Coaches will receive an honorarium at the end of the season. The amount is decided by the Board at the beginning of the season and is dependent on the upcoming season's budget.

Practice Plan Checklist

- A practice plan has been developed that is organized and well structured and includes an introduction, warm-up, main-part, cool-down, and conclusion.
- The practice is appropriate for the age and ability of the athletes.
- The practice session reflects your season of play (early season, mid-season, competition phase).
- You have done a safety check in the gymnasium before practice begins, and you have your Emergency Action Plan binder with you.
- The drills and activities for the practice have well-defined goals.
- The goals and purpose of the practice session have been communicated to the athletes in the introduction (we also suggest posting your practice plan on the gym wall).
- Instruction to athletes is specific, brief and straightforward (a visual demonstration is important).

- Transitions between activities are quick and efficient and ensure drink breaks when necessary.
- All athletes are actively involved throughout the majority of practice.
- The athlete understands their responsibility in practice is to listen carefully to instructions and perform the tasks to the best of their ability.
- Athletes are having fun and are genuinely interested in the activities at practice.
- The practice starts and finishes on time, and the overall tone is positive.
- The conclusion includes an overall evaluation of the session to see if the session goals were met and if the athletes were focused and meeting expectations.

Clothing and Dress Code

- To promote a positive team environment within SNVC and ensure appropriate and professional representation of SNVC, coaches must wear SNVC provided clothing and/or appropriate athletic wear at all practices, competitions, and events and during travel.
- Coaches should wear SNVC coaching shirts during any matches/tournaments.
- Appropriate t-shirts cannot contain wording or logos that are sexually explicit, contain alcohol or drug advertisements, offensive and/or bear logos from other Clubs/Teams. Tank tops are prohibited, however shirts with capped sleeves may be worn (no other part of the shirt should be altered).
- Proper footwear must be worn on the court at all times, no open-toe shoes.

Conduct, Expectations and Obligations

The athlete/coach relationship is a privileged one. Coaches play a critical role in the personal and 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 SNVC are channeled. Thus, how an athlete regards their sport is often dependent on the behavior of the coach. The following 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.

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 favorable 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 alcohol, drugs, tobacco or vaping products while in the presence of athletes and discourage use by athletes at all times.
 - Discourage the use of alcohol and drugs 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 their 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 cooperate with registered medical practitioners in the diagnoses, treatment and management of their athletes' medical conditions and mental illness. 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 cooperate with the athlete's parents or legal guardians, involving them in management decisions pertaining to their child's development. Use the Rule of Two to communicate in all instances.
10. Ensure the safety of the athletes with whom they work.
11. 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.
12. Respect the athlete's dignity; verbal or physical behaviors that constitute harassment or abuse are unacceptable (see below).
13. Never advocate or condone the use of alcohol or drugs or other banned performance enhancing substances.
14. Never provide athletes of any age with alcohol or drugs.

Harassment takes many forms but can generally be defined as behavior 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 that 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 behavior that undermines self-respect or adversely affects performance or working conditions.
- Physical conduct such as touching, kissing, patting, pinching, etc.
- Vandalism.

****PHYSICAL, EMOTIONAL, MENTAL, VIOLENCE AND/OR HARASSMENT WILL RESULT IN IMMEDIATE DISMISSAL****

This Code was developed by Promotion Plus Women in Coaching Committee in conjunction with the Ministry of Government Services and the Ministry Responsible for Sport and the Commonwealth Games Coaching Advisory Committee and the Coaches Association of BC.

Team Selection

Coaches should use the following guidance on selecting athletes for their team, along with the Club's Tryout & Team Selection policy:

- A minimum of ten (10) athletes must be chosen for each team. Should an additional athlete be required, a Coach may select an athlete from the appropriate development program should there be one operating.
- The decision to have more than ten (10) athletes will be left up to the Coach.

Coach Handbook/Guide Attachments

- SNVC Media & Online Communication and Personal Information Protection Policies
- SNVC Bullying & Harassment and Discipline & Complaints Policies
- SNVC Travel Policy and Parent Driver Authorization
- SNVC Tryout & Team Selection Policy
- Ontario Volleyball Association Concussion Policy and Protocol

IMPORTANT - Please sign the Coach Commitment and Agreement below and return to Superior North Volleyball Club at SNVCtbay@gmail.com.

Coach Commitment and Agreement

I have read, understand, and agree to abide by the principles of the Code of Conduct and Coach agreement, requirements, guidelines, and policies as set by Superior North Volleyball Club.

Name of Coach (please print)

Signature of Coach

Club Team

Date