



City of Oakwood Parks & Recreation

Volunteer Coach Code of Conduct

Purpose

The City of Oakwood Parks & Recreation Department is committed to providing a safe, positive, inclusive, and enjoyable environment for all participants. Volunteer coaches serve as role models and ambassadors of the department and are expected to demonstrate integrity, sportsmanship, and respect, at all times.

By accepting a volunteer coaching position, I agree to uphold the following standards of conduct.

Coach Responsibilities

As a volunteer coach, I agree to:

- Place the emotional and physical well-being of every participant above the desire to win.
- Create a positive, supportive, and inclusive environment where all participants feel welcome and respected.
- Teach the fundamentals of sportsmanship, teamwork, honesty, responsibility, and respect.
- Provide equal encouragement and development opportunities for all players.
- Be prepared, organized, and punctual for practices and games.
- Follow all City of Oakwood Parks & Recreation policies, league rules, and facility regulations.
- Maintain a professional attitude and appearance while representing the department.
- Serve as a positive role model through my words and actions.

Athlete Safety

I will:

- Place participant safety above all competitive interests.
- Never knowingly allow an injured participant to continue playing when medical attention is needed.
- Ensure activities are age-appropriate and conducted in a safe manner.
- Inspect equipment and playing areas for hazards whenever practical.
- Immediately report accidents, injuries, unsafe conditions, or incidents to a Parks & Recreation staff member.
- Never use physical punishment, intimidation, humiliation, or abusive coaching techniques.

Respect and Sportsmanship

I will:

- Treat every athlete with dignity and respect.
- Treat opposing players, coaches, officials, parents, volunteers, spectators, and staff courteously.
- Demonstrate good sportsmanship regardless of the outcome of games or competitions.
- Encourage athletes to compete fairly and follow the rules.
- Refrain from using profanity, insulting language, or inappropriate gestures.



Appropriate Conduct with Youth

I understand that I am responsible for maintaining appropriate boundaries with all participants.

I agree that I will:

- Never engage in physical, emotional, verbal, or sexual abuse of any participant.
- Avoid situations involving one-on-one unsupervised contact with a participant whenever possible.
- Use appropriate physical contact only when necessary for instruction, safety, or first aid.
- Never transport a participant alone unless specifically authorized by the Parks & Recreation Department or in an emergency.
- Communicate with youth participants in a professional and appropriate manner.
- Whenever possible, include parents or guardians in electronic communications with minors.
- Immediately report any suspected abuse, neglect, misconduct, or inappropriate behavior involving a participant.

Prohibited Conduct

Volunteer coaches shall not:

- Use tobacco, nicotine products, alcohol, marijuana, or illegal drugs during practices, games, or City-sponsored activities.
- Be under the influence of alcohol or drugs while supervising participants.
- Possess weapons.
- Engage in bullying, harassment, discrimination, hazing, retaliation, or intimidation.
- Use obscene, discriminatory, or threatening language.
- Engage in inappropriate relationships with participants or their families.
- Use social media or electronic communication in a manner inconsistent with professional boundaries.
- Accept gifts, favors, or benefits that could create a conflict of interest.
- Participate while prohibited under the City's Background Check Policy.

Fair Play

I agree to:

- Promote fair competition and respect for the rules.
- Encourage teamwork over individual achievement.
- Celebrate effort, improvement, and participation.
- Avoid placing excessive pressure on participants to win.
- Model ethical behavior at all times.

Parent Communication

I will:

- Treat parents and guardians respectfully.
- Communicate schedules, expectations, and program information professionally.
- Address concerns calmly and respectfully.
- Refer unresolved concerns to Parks & Recreation staff when appropriate.



Reporting Responsibility

I understand that I have an obligation to immediately report:

- Suspected child abuse or neglect.
- Safety concerns.
- Violations of this Code of Conduct.
- Criminal conduct occurring during City programs.
- Any incident that may place participants at risk.

Reports should be made immediately to Parks & Recreation staff. Reports involving suspected child abuse shall also be made to the appropriate law enforcement or child protection agency as required by law.

Acknowledgment

I understand that volunteer coaching is a privilege and not a right.

I acknowledge that failure to comply with this Code of Conduct may result in disciplinary action, including but not limited to:

- Verbal or written warning
- Suspension
- Removal from coaching duties
- Permanent disqualification from volunteering with City of Oakwood Parks & Recreation programs
- Referral to law enforcement when appropriate

By signing below, I acknowledge that I have read, understand, and agree to abide by the City of Oakwood Parks & Recreation Volunteer Coach Code of Conduct.

Volunteer Coach Name: _____

Signature: _____

Date: _____

Sport/Season: _____