

HARP Code of Conduct for Youth Sports Coaches



Youth sports programs play an important role in promoting the physical, social and emotional development of children. Adults involved in coaching youth sports must serve as role models by demonstrating fairness, good sportsmanship, respect and self-control.

As a HARP youth sports coach, I will:

1. Provide a playing environment for my players that is safe from physical and emotional harm.
2. Do my best to be knowledgeable of the rules and fundamentals of the game and teach them to my players using coaching techniques that are appropriate for their ages and skill levels.
3. Treat all children equally regardless of gender, race, religion, culture, or ability.
4. Use positive coaching methods to make the experience enjoyable for my players, increase their self-esteem and foster in them a true sense of enjoyment of the sport.
5. Treat officials, opposing coaches and opposing players with respect and dignity and instruct my players and their parents to do the same.
6. Observe all player participation rules and make each player feel as if he/she is a valuable member of the team.
7. Teach fair play and sportsmanship to my players and model these principles at all times.
8. Be a positive role model by maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity.
9. Place the emotional and physical well-being of my players ahead of any personal or parental desires to win.
10. Control the behavior of players and parents by asking them to leave the field or sidelines should they become unruly or create an atmosphere that is not appropriate for the development of good sportsmanship.
11. Ensure that behavior issues and/or disputes are handled calmly.
12. Refrain from the use of tobacco, alcohol, and drugs at all youth sports practices, games, and other events and I will remind others to do the same.
13. Refrain from profanity, inappropriate slang, off-color jokes, and sharing of intimate details of my personal life.

As a HARP youth sports coach, I will not:

1. Subject any child to neglect or to mental, verbal, physical, or sexual abuse or harassment. Volunteers will not abuse children in anyway including (but not limited to) the following: a. Physical abuse: hitting, spanking, shaking, slapping, unnecessary restraints b. Verbal abuse: degrading, threatening, cursing c. Sexual abuse: inappropriate touch, exposing oneself, sexually oriented conversations d. Mental abuse: shaming, humiliation, cruelty e. Neglect: withholding food, water, shelter
2. Leave any child unsupervised.
3. Be alone with any child where we cannot be observed by another adult.
4. Transport any children in my vehicle (unless my child is involved in a neighborhood carpool).
5. Attempt to contact or foster a relationship outside of the HARP program with any child.
6. Give any child gifts or special favors.
7. Hold extra or special practices that are not sanctioned by HARP.
8. Engage in any inappropriate physical interactions that include but are not limited to: Full-frontal hugs, Kisses, Showing affection in isolated areas or while one-on-one, Lap sitting, Wrestling, Piggyback rides, Tickling, Allowing a children to cling to an volunteer's leg, Allowing children, older than kindergarten, to sit on a volunteer's lap, Any type of massage given by or to a child outside of accepted and documented medical treatment, Any form of affection that is unwanted by the child or volunteer, Touching bottom, chest, or genital areas that is outside authorized and documented personal care assistance

Appropriate Physical Interactions are as follows: Side hugs, Shoulder-to-shoulder or "temple" hugs, Pats on the shoulder or back, Handshakes, High-fives and hand slapping, Pats on the head when culturally appropriate, touching hands, shoulders, and arms, Arms around shoulders, Holding hands (with young children in escorting situations)

Electronic Communication and Social Media Code of Conduct

In recent years, electronic communication and social media platforms have become increasingly popular. While these tools provide many benefits, they also present the potential for inappropriate behavior, increased access to vulnerable consumers, and privacy violations. Employees, volunteers, and consumers participating in this organization's programs, events, and activities shall adhere to the following Social Media Code of Conduct:

1. Do not engage in behavior or comments that are, or could be construed by any observer to be, harsh, abusive, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating.
2. Do not engage in personal attacks, sexually oriented conversations, or discussions about sexual activity.
3. Be a positive role model by exhibiting professionalism in all interactions; portray an attitude of respect, loyalty, patience, courtesy, tact, and maturity.
4. Only program-related messaging may be communicated electronically between employees and volunteers of the organization and consumers, and parents/guardians. Such communication should generally occur during standard business hours.
5. Employees and volunteers are prohibited from sending private messages to consumers and/or replying to private messages from a consumer. If a consumer attempt to privately communicate with an employee or volunteer electronically, their supervisor must be notified immediately.
6. Personal social networking profiles and/or blogs of employees and volunteers shall be private and not shared with consumers. Employees and volunteers with profiles on social networking sites shall not request to be "friends" with or follow consumers or approve friend or follow requests from consumers.
7. Employees and volunteers may not engage in electronic communication or social media contact with other family members or friends of consumers.
8. Never reveal sensitive or confidential information, including identifiable details or photos of a consumer without written consent from their parent or legal guardian.
9. Employees and volunteers may not post or share on their personal social media accounts any photographs or videos of consumers participating in the organization's programs.
10. Employees and volunteers may not post or share inappropriate photos or comments on photos of consumers.
11. Do not make pornography in any form available to consumers participating in the organization's programs, events, and activities or assist consumers in any way in gaining access to pornography.
12. Employees and volunteers may not create web pages on behalf of the organization unless they have prior approval to do so and may not misrepresent their work with the organization or the organization itself.
13. Employees and volunteers engaging in social media and online communication become a public figure associated with the organization and are responsible to help protect the organization and its consumers. Always act in a professional and constructive manner and use sound judgement before posting or sharing content.
14. Rather than personally defend the organization's reputation, employees and volunteers should notify their supervisor or an administrator of a negative comment or online representation or if any member of the media contacts them about any matter related to the organization.
15. Employees and volunteers must adhere to uniform standards of electronic communication and social media use as outlined in any applicable organizational policies and procedures.
16. This Code of Conduct and associated policies and procedures shall be provided to parents/guardians of consumers. It shall also be available on the organization's website for public view.
17. Consumers and Parents/guardians may request in writing that a consumer not be contacted through any form of electronic communication or social media by an employee or volunteer of the organization

I have read and will support and abide by the HARP Code of Conduct for Youth Sports Coaches. If I fail to adhere to this Code of Conduct, I will be subject to disciplinary action, including but not limited to the following:

- Verbal and/or written warning issued by the HARP Board or any of our parent committees.
- Permanent suspension and/or immediate ejection from volunteering or working at HARP youth sports programs, including access to the batting barn.

Coach Printed Name

Coach Signature

Date