



## Coaches Covenant

As a volunteer, I promise to strictly follow these Behavioral Standards as a condition of my providing services to the children and youth of Bury City Football Club.

### **As a volunteer, I WILL:**

- Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity, and consideration.
- Avoid situations where I am alone with children and/or youth while volunteering, always following the two adult rule.
- Use positive reinforcement and appropriate communication while avoiding verbally degrading/abusing verbiage or unhealthy competition when working with children and/or youth.
- Honor the equality of all people, avoiding all forms of discrimination and respecting the dignity of each person without regard to economic status, age, gender, race, ethnicity, religion, sexual orientation, or physical or mental abilities.
- Exercise prudent judgment in the giving or accepting of gifts or benefits.
- Report suspected abuse to the Bury City Football Club board or Child Protection Services agency. I understand that failure to report suspected abuse to civil authorities is, according to the law, a misdemeanor.
- Cooperate fully in any investigation of abuse of children and/or youth.
- Become thoroughly familiar with the objectives and guidelines of the program and strive to achieve these objectives and communicate them to youth and parents.
- Avoid any form of over familiarity, inappropriate language, or any situation and conduct which exploits another.
- Follow practices that consistently exhibit no tolerance for any form of abusive behavior.
- I will observe a 24 hours cooling off period before approaching a coach, member of the club with an issue.

Appropriate affection between all Bury City Football Club personnel and minors is important for a child's development. The following forms of affection are regarded as appropriate examples:

- Side hugs
- Shoulder to shoulder or "temple hugs"
- Hand-shakes
- "High-fives" and hand slapping
- Verbal praise
- Touching hands, faces, shoulders and arms of minors
- Arms around shoulders
- Holding hands while walking with small children
- Sitting beside small children
- Kneeling or bending down for hugs with small children

Use of an email or texting at times is necessary. If texting or emailing a child within the club, you **MUST** have at least one other adult to receive the text or email at the same time. The other adult can be an assistant coach or the child's parent.

**As a volunteer, I WILL NOT:**

- Smoke or use tobacco products in the presence of children and/or youth.
- Use, possess, or be under the influence of alcohol at any time while volunteering.
- Use, possess, or be under the influence of illegal drugs at any time.
- Pose any known health risk to children and/or youth (i.e., no fevers or other contagious situations).
- Use physical discipline in any way for behavior management of minors. No form of physical discipline is acceptable. This includes spanking, slapping, pinching, shaking, hitting or any other physical force as retaliation or correction for inappropriate behavior of a minor.
- Humiliate, ridicule, threaten, or degrade children and/or youth, nor tolerate them in the environment for which I am responsible.
- Touch a child and/or youth in a sexual or other inappropriate manner.
- Use any discipline that humiliates or demeans children and/or youth.
- Use profanity in the presence of children and/or youth.

Some forms of physical affection have been used by adults to initiate inappropriate contact with minors. In order to maintain the safest possible environment for minors, the following are examples of affection that are inappropriate and are not to be used:

- Inappropriate or lengthy embraces
- Kisses on the mouth
- Holding minors over two years old on the lap
- Touching bottoms, chests or genital areas
- Showing affection in isolated areas
- Sleeping in bed with a child
- Touching knees or legs of minors
- Wrestling with minors
- Tickling minors
- Piggyback rides
- Any type of massage given by a minor to adult
- Any type of massage given by an adult to a minor
- Any form of unwanted affection
- Compliments that relate to physique or body development

I understand that as a volunteer working with children and/or youth, I am subject to a thorough background check including criminal history. I understand that any action inconsistent with these Behavioral Standards for Volunteers or failure to take action mandated by these Standards may result in my removal as a volunteer with children and/or youth within Bury City Football Club.

Signed: \_\_\_\_\_

Please print name: \_\_\_\_\_

Date: \_\_\_\_\_