



PO Box 23075 in Lincoln, Nebraska 68542 · 402-803-4107 · team402.org

402 DEVELOPMENT ACADEMY COACH CODE OF ETHICS AND STANDARDS POLICY

402 Development Academy (402 DA) expects the highest standards of responsibility, integrity, and professionalism from all affiliated coaches. We believe the primary role of a coach is to support the holistic development, safety, enjoyment, and long-term growth of each athlete. Soccer is the players' game, and all coaching decisions should reflect a player-first philosophy.

Coaches will:

1. **Promote Fair Play and Competitive Integrity**

Adhere to the Laws of the Game while fostering a competitive environment that prioritizes development and sportsmanship.

2. **Act with Integrity and Accountability**

Align actions with words, follow through on commitments, and build trust within the club community.

3. **Maintain Confidentiality**

Protect the privacy of athletes, families, and colleagues. Confidential information must not be disclosed without proper authorization.

4. **Make Objective, Player-First Decisions**

Support the integrity of the team formation process. Decisions regarding position, playing time, and roster placement must be based on effort, attitude, and ability—not personal relationships.

5. **Model Composure and Professionalism**

Demonstrate grace, dignity, and emotional control in all situations, regardless of outcomes.

6. **Foster a Culture of Respect**

Treat all players, officials, opponents, and families with respect. Refrain from any conduct that is demeaning, threatening, or unsportsmanlike.

The Team 402 experience will provide an honest strategy promoting hard work and excellence in a fun environment, allowing all young athletes the opportunity for personal development through exposure to "the team" experience to build a foundation of empowerment for life.

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7. **Promote Healthy Lifestyles and Positive Choices**

Serve as a role model by advocating for physical and mental well-being and discouraging the use of tobacco, alcohol, illegal substances, or performance-enhancing drugs.

8. **Be Prepared and Professional**

Demonstrate strong work ethic through preparation, organization, and time management. Arrive early, plan effectively, and structure training and competition to benefit athlete development.

9. **Demonstrate Care for the Whole Person (*Cura Personalis*)**

Show genuine care for the physical, emotional, and personal development of each athlete, recognizing that coaching extends beyond the field.

10. **Promote Inclusion and Belonging**

Create an environment that welcomes and supports all players. Actively oppose discrimination and support diversity within the club and community.

Coaches represent Team 402 at all times. Conduct both on and off the field should reflect positively on the organization, its mission, and the community it serves. Violations of this policy may result in disciplinary action, including but not limited to financial penalties, suspension, or termination of coaching responsibilities, at the discretion of Team 402.

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