EBBETTS PASS FUTBOL CLUB
COACH AGREEMENT & CODE OF CONDUCT

As an Ebbetts Pass FC Competitive Coach, I understand that I am a role model for my players and represent the club, both on and off the field. I understand that coaching is a responsibility and a commitment to player development, safety, sportsmanship, and the values of Ebbetts Pass FC.

By accepting my coaching assignment, I agree to uphold the following responsibilities and standards throughout the season.

COACHING ROLES & RESPONSIBILITIES

Head Coach Responsibilities

The Head Coach is the primary leader of the assigned team and is responsible for its overall direction, development, and management.

Responsibilities include:

- **Player Selection:** Leading player evaluations, making roster selections, and identifying Practice Development Players (PDP).
- **Team Development:** Planning and leading practices, developing training sessions, and establishing team goals.
- **Game Management:** Overseeing lineups, player positions, substitutions, and playing-time decisions.
- **Communication:** Serving as the primary point of contact for parents, players, and club leadership.
- **Player Development:** Promoting individual skill development, teamwork, sportsmanship, and a positive team culture.

- **Club Compliance:** Ensuring the team follows Ebbetts Pass FC, NorCal Premier, and US Club Soccer policies and expectations.

The Head Coach has final responsibility for team decisions and overall team management.

Assistant Coach Responsibilities

The Assistant Coach works alongside the Head Coach to support team development, training, and game-day operations.

Responsibilities include:

- **Practice Support:** Assisting with practice planning, running drills, and providing individual player instruction.
- **Game-Day Support:** Helping with player organization, positioning, and substitutions as directed by the Head Coach.
- **Player Development:** Providing additional coaching, encouragement, and constructive feedback.
- **Team Support:** Helping maintain a positive, organized, and competitive team environment.
- **Communication:** Supporting team communication and assisting with parent or player questions when appropriate.
- **Coaching Consistency:** Reinforcing the Head Coach's coaching philosophy, expectations, and decisions.

The Assistant Coach is expected to work collaboratively with the Head Coach and maintain a unified coaching approach.

COACH CODE OF CONDUCT

Player Development & Safety

As a coach, I agree to:

- Prioritize player safety, well-being, and development over winning.
- Treat all players with respect and provide a positive, supportive, and challenging environment.
- Make playing-time and team-role decisions thoughtfully and fairly, considering player development, attendance, effort, readiness, team needs, and match circumstances.
- Maintain appropriate professional boundaries and follow all applicable player protection requirements.

Professionalism & Sportsmanship

I agree to:

- Follow the Laws of the Game and applicable Ebbetts Pass FC, NorCal Premier, and US Club Soccer rules and policies.
- Treat players, families, referees, opposing teams, and club representatives with respect.
- Refrain from abusive, threatening, discriminatory, or unsportsmanlike behavior.
- Communicate professionally with players and families and represent Ebbetts Pass FC positively.

Referee Respect & Sideline Conduct

I understand that referees and game officials must be treated with respect.

I agree to:

- Refrain from shouting dissent over calls, criticizing referee performance in front of players, or debating calls and referee performance after games.
- Model respectful behavior toward all game officials.
- Promote appropriate behavior among players, parents, and spectators.
- Address inappropriate sideline conduct and support officials when they require a parent or spectator to leave the sidelines or facility.

Coaching Education & Responsibilities

I agree to:

- Maintain all required registrations, background screening, training, and coaching qualifications.
- Actively pursue appropriate coaching education and work toward recommended U.S. Soccer Grassroots courses and licenses for my coaching role.
- Complete all required training within communicated timelines.
- Follow applicable club, league, and governing organization requirements.

Player Safety & Reporting

I agree to:

- Promptly report suspected abuse, neglect, misconduct, injuries, and other safety concerns through appropriate channels.
- Follow applicable SafeSport, concussion, emergency, and incident-reporting requirements.
- Fulfill any applicable legal reporting obligations, even if a concern has also been reported to the club.

Substance-Free Environment

I agree to:

- Help maintain a youth sports environment free from drugs, tobacco, alcohol, and abusive language.
- Refrain from using drugs, tobacco, or alcohol at youth sports events.
- Maintain appropriate language and conduct at all club activities.

Accountability

I understand that I am responsible for following this Code of Conduct and all applicable Ebbetts Pass FC, league, and governing organization policies.

I understand that the Ebbetts Pass FC Board may review conduct that conflicts with this agreement and may take appropriate disciplinary action, including suspension or

revocation of coaching privileges, consistent with applicable policies and procedures.

COACHING STAFF EXPECTATIONS

All Head and Assistant Coaches are expected to:

- Put player development and the well-being of athletes first.
- Demonstrate professionalism, integrity, and good sportsmanship.
- Create an inclusive, respectful, and positive environment for all players.
- Maintain appropriate communication and boundaries with players and families.
- Support the goals, values, and expectations of Ebbetts Pass FC.
- Work collaboratively and respectfully with fellow coaching staff.
- Follow all applicable club, league, and governing-body policies.

Team Decision-Making: The Head Coach has final responsibility for roster selection, player placement, lineups, playing time, and overall team direction. Assistant Coaches are encouraged to provide input and collaborate with the Head Coach while respecting the Head Coach's final decision-making authority.

COACHING EDUCATION & COMPLIANCE

All coaches are responsible for completing applicable US Club Soccer registration, background screening, SafeSport training, annual certifications, and other required safeguarding and compliance requirements.

Grassroots Coaching Education

Ebbetts Pass FC strongly encourages all coaches to pursue U.S. Soccer Grassroots coaching education appropriate to their team's age group and game format.

The club believes that continued coach education directly benefits our players and helps create a stronger, more consistent coaching program.

Club Education Support

Ebbetts Pass FC is committed to investing in its coaching staff. Approved coaching education, certification, and course expenses will be covered by the club in accordance with club procedures.

Coaching Clearance

Coaches must meet all applicable registration, safeguarding, and clearance requirements before participating in team activities.

OFFICIAL COACH ACCEPTANCE

I acknowledge and agree that:

- I have reviewed and understand the responsibilities associated with my assigned coaching position.
- I officially accept my assigned coaching role with Ebbetts Pass FC.
- I agree to fulfill the responsibilities outlined in this agreement.
- I understand the Head Coach's leadership and decision-making authority.
- If serving as an Assistant Coach, I agree to support the Head Coach and maintain a unified coaching approach.
- I agree to uphold the Ebbetts Pass FC Code of Conduct and all applicable club, league, and governing organization policies.
- I understand that accepting my coaching assignment is separate from final registration and clearance approval.

I understand that my coaching privileges are contingent upon maintaining the required qualifications, registrations, and standards throughout the season.