**BMLA Coaching Code of Conduct**

*The coach/athlete relationship is a privileged one. Coaches play a pivotal role in the personal and athletic development of their athletes. An understanding of the inherent power that coaches can exert over athletes is an extremely important notion. Coaches must recognize that they are role models through which the values and goals of the sport, and the sport organizations they represent, are channeled.*

 **Scope**

This policy applies to all Coaching staff by or with BMLA.

 **Application**

With respect to BMLA coaches, this Policy shall be more particularly applied as described below:

 The use of this policy for resolving conflict is limited to coaches in “good standing” at the time the alleged breach of the Coach Code of Conduct took place and secondly to allegations that such coach’s conduct:

* is in respect to athletes he/she is or was coaching, and
* is in breach of this Coach Code of Conduct, Harassment Policy and BMLA policies
* Not every allegation concerning coach’s conduct shall justify a resort to this policy.
* This policy is limited to coaching conduct towards athletes he/she is or was coaching, where the coach/athlete relationship lies at the heart of the coach’s role.
* This policy does not apply to coach behaviour or actions related to other third parties, such as the other coaches, officials, members of the public, etc.
* **Responsibilities**
* Will not condone, permit, defend, or engage in actions, on or off the playing surface, which are not consistent with good sportsmanship.
* Will communicate with players, parents, officials, trainers, volunteers, and administrators honestly, generously, fairly and with integrity.
* Will set attainable goals for the team and individual players while encouraging safety and fun for everyone.
* Will lead by example, and respect the rules of the game.
* Will work continuously to learn more about the game and to improve my coaching skills.
* Will pay attention to and consider changing social family and economic environments that may influence the attitudes and behaviour of players.
* **Sexual activity**
* Coaches acknowledge the significant power imbalance inherent in a coach/athlete relationship. Accordingly, every accredited coach must absolutely refrain from any sexual activity with any athlete he/she is professionally coaching, both during the period of time the athlete is being coached by and for that period of time afterwards where there exists an imbalance of power. Such activity will be the subject of zero tolerance.
* **Sexual Harassment**
* Coaches shall refrain from all forms of sexual harassment. For the purposes of this Coach Code of Conduct sexual harassment includes either or both of the following:
* The use of power or authority in an attempt to coerce another person to engage in or tolerate sexual activity. Such uses of power include explicit or implicit threats of reprisals for non-compliance or promises of reward for compliance;
* Engaging in deliberate or repeated unsolicited sexually oriented comments, anecdotes, gestures, or touching, that:
* - are offensive and unwelcome.
* - create an offensive, hostile or intimidating environment, and can be reasonably expected to be harmful to the recipient and or team-mates.
* **Doping**
* *Shall not possess or use any drug other than prescribed by their doctor. Athlete shall not use medical drugs and supplements included on the ‘prohibited list’ as published by the Canadian Centre for Ethics in Sport in conjunction with World Anti-Doping.*
* Coaches shall at all times actively encourage his/her athletes to engage in drug free sport and shall support their efforts to compete drug free.
* **Rules of the Sport**
* Coaches shall at all times conduct themselves with complete honesty and integrity with respect to the rules, regulations and policies of the sport
* **Conflict of Interest**
* Coaches must always place the best interests of the athletes he/she is coaching ahead of personal interests.