



## **Coaches/Staff Code of Conduct and Ethics**

As a coach and/or staff member (including volunteer) working with or for Indiana Fire Juniors (the "**Club**"), I agree to abide by the following Coaches/Staff Code of Conduct and Ethics (this "**Code of Conduct**").

I will conduct myself, at all times, in an appropriate, professional and sportsmanlike manner, and will treat all Club players, competitors, officials, coaches, staff members and others involved in the Club and Club Events (as defined below) with courtesy and respect. As used herein, "**Club Events**" means all activities associated with the Club, including, but not limited to, all training sessions, practices, scrimmages, matches, meetings, team meals, travel to and from Club Events, lodging, media events, publicity events and/or charity events at facilities of Club or at any other location.

1. I will take no action (or omit to take any action) that causes (or may cause) public embarrassment for myself, the Club, the Indiana Fire Juniors Soccer Club or Major League Soccer, or any of their respective affiliates, or that brings (or may bring) myself, the Club, the Indiana Fire Juniors Soccer Club or Major League Soccer, or any of their respective affiliates, into disrepute in the community.
2. I will follow all applicable local, state, federal and international laws while performing my duties and obligations as a coach and/or staff member.
3. I will maintain high standards of competence in my work.
4. I will represent myself in an honest and fair manner, being cognizant of my particular competencies and limitations.
5. I will uphold standards of ethical conduct that reflect well on me, as well as on the Club and soccer profession at large.
6. I will treat others with dignity and respect, being aware of cultural differences and others' right to autonomy, privacy and confidentiality. I will accord appropriate respect to the fundamental rights, dignity and worth of others. I will not knowingly participate in, encourage or condone any unfair discriminatory practices of any kind.
7. I will not encourage or permit any Club player to violate the Player Code of Conduct in any respect.
8. I will not place the value of winning over the safety and welfare of players.
9. I will instruct players to play within the laws of the game and within the spirit of the game at all times.
10. I will not seek unfair advantage by teaching unsportsmanlike conduct to players.
11. I will not encourage, condone or tolerate inappropriate behavior from players in any situation.
12. I will not encourage or permit players to violate any law of the game or any rule of competition.
13. I will not encourage or permit players to violate any Club rule, policy or guideline.
14. I will direct players and parents/guardians to seek proper medical attention for injuries and to follow instructions received from health care professionals regarding treatment and rehabilitation, in accordance with Club policies and directives, as the same may be amended, modified or supplemented from time to time.
15. I will be aware of the laws of the game and will adhere to the letter and spirit of the laws of the game.
16. I will instruct players on the meaning and application of the laws of the game.
17. I will accept the responsibilities of team leadership and will be accountable for the conduct of my players, their parents, and other spectators affiliated with my teams.
18. I will extend respect and courtesy to match and competition officials.
19. I will not incite my players, their parents or other spectators into conduct towards officials that is contrary to the laws of the game.
20. I will not make demeaning or derogatory comments or gestures directed towards any official.
21. I will use my influence and authority to deter inappropriate conduct by parents and other supporters towards officials and opponents.

22. I will employ only methods authorized by the laws of the game or the rules of the competition to pursue review of decisions by match or competition officials.
23. I will not engage in any behavior that would endanger the health, safety or well-being of any coach, parent, player, participant, official or other person and will not encourage or permit any Club player, parent, family member, coach or staff member to engage in any such behavior.
24. I will check the safety of the practice and games fields. This includes suitable weights on permanent and portable goal posts and ensuring playing surfaces are free of harmful objects.
25. I will ensure that players injured during sessions receive immediate and appropriate treatment. This includes having in my possession emergency contact information for each player.
26. I will ensure that players with concussion symptoms are not allowed to continue to practice and/or play in practices or games.
27. I will ensure that injured players have proper medical clearance before returning to practices or games.
28. I will ensure that players do not practice or play outdoors during unsafe weather conditions (lightning, heat, cold or other extreme weather conditions).
29. I will not use tobacco, drugs or alcohol during any Club Event and will not attend, coach, officiate or participate in any Club Event while under the influence of drugs or alcohol.
30. I will adhere to all dress and uniform policies set by the Club.
31. I will use language that is appropriate during all Club Events. I will not use obscene language, gestures or curse words. I will not use slurs, phrases or gestures which denigrate, ridicule or mock a person or persons based upon their race, gender, sexual orientation, economic status, nationality, country of origin or political affiliation.
32. I will not permit bullying or hazing of any player or other person involved with the Club or Club Events.
33. I will actively support cultural diversity while opposing all types of discrimination, including, but not limited to, racism, sexism and discrimination based on sexual orientation.
34. I will refrain from all manner of personal abuse and harassment of others, whether verbal, physical, emotional or sexual, and shall oppose such abuse and harassment at all times and at all levels of soccer.
35. If and when I provide coaching services (inclusive of any assessments utilized), to an individual, a group or an organization, I will use language that is reasonably understandable by the recipient(s) of those services.
36. I will respect the rights of others to hold values, attitudes and opinions that differ from my own.
37. I will always act with integrity.
38. Because Club coaches' and staff members' professional judgments and actions may affect the conduct of others, I will be alert to and guard against personal, financial, social, organizational or political factors that might lead to misuse of that influence.
39. I will respect the declared affiliations of all players, and shall adhere to all guidelines and regulations on recruiting established by the governing bodies having oversight of teams and leagues.
40. I will not knowingly lay claim to a level of competence not possessed, and will at all times exercise competence at least to the level claimed.
41. I will maintain a reasonable level of awareness of current best practices and professional information in my field of activity, and will undertake ongoing efforts to maintain competence in the skills I use.
42. Whenever feasible, I will refrain from taking on professional obligations when preexisting relationships will create a risk of conflict of interest.
43. If I find that, due to unforeseen factors, a potential conflict of interest relationship has arisen, I will attempt to resolve it with due regard for the best interests of the affected person(s) and compliance with this Code of Conduct.
44. I will be responsible for the prompt payment of any fines resulting from my receipt of an ejection or red card during a Club Event and shall not seek reimbursement from the Club or its affiliates therefor. I acknowledge that receipt of three (3) ejections and/or red cards during the Term may or will result (in the sole discretion of the Club) in sanctions, up to and including dismissal from coaching with the Club.

I understand that I have the right to consult with an attorney before signing this Code of Conduct. The Club reserves the right to amend, modify or otherwise supplement this Code of Conduct from time to time in the Club's sole discretion.