



Coldbrook Travel Soccer Club (CTSC)

Code of Conduct & Player Management Policy

CTSC is a soccer club governed by the bylaws set forth by Soccer Maine. CTSC also aligns to the US Youth Soccer Program (USYS) philosophy of leading and coaching a developmental and competitive soccer program. This document outlines the CTSC Code of Conduct and Player Management Policy.

The following guidelines are designed to make the CTSC experience safe and enjoyable for everyone involved, requiring that all respect the individual rights, safety and property of others and also promote a positive learning and playing environment.

Code of Conduct

CTSC strives to provide a safe, educational and enjoyable experience for all players including players of competitor teams. Our philosophy is that character is more important than winning. CTSC believes in the **ELM Mastery Approach*** committed to three behaviors:

1. Facilitating engaged and supportive **Effort** and **Learning**, which includes teaching that **Mistakes** present opportunities to learn and are okay
2. Filling our players **Emotional Tanks** positively
3. Requiring that all involved **Honor the Game**

*US Youth Soccer Program

CTSC asks for and expects commitments to this approach by our players, coaches, board members, parents/guardians and player guests. We have a **Zero Tolerance policy** related to Poor Sportsmanship and Bullying as outlined below:

- Players will not bully or be a poor sports-person to another player in any manner; this includes players on other CTSC teams as well as competitor teams, and includes talking to any parent/guardian, player guests or soccer officials. In order to have an appropriate avenue for expressing themselves when energized, CTSC provides that players can express frustration to their coaches
- Coaches are expected to teach, coach and model positive sports behavior and hold themselves and all players accountable
- Parents or other relatives/guests of players will not bully or speak inappropriately to any player on CTSC teams or competitor teams, and will also be appropriate in their communications with coaches, other attending parents/guests of players and any/all game officials
- Inappropriate behaviors include but are not limited to using obscene or verbally abusive language, purposely seeking to or actually injuring an individual, using inappropriate contact, or inappropriately interrupting play. In a sport's setting such as soccer, raised voices can be usual since players may be at a distance, emphasis may be needed and people may want to cheer on players. Ensuring raised voices reflect a positive approach is important. Negative yelling or commentary will not be allowed

Also expected and desired is positive coaching. This can include constructive comments such as coaches guiding and correcting their players relative to rules and playing approach. It is important that players and parents realize that a coaching role includes redirecting player actions sometimes. CTSC is both developmental and competitive soccer, and coaches are expected to understand the game and appropriate coaching behavior.



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If a player, parent or coach does not, or is not able to follow this Code of Conduct, and cannot be redirected or remain appropriate:

- **Players:** A coach or parent/guardian will be asked to talk to their player who will be removed from the situation
- **Parents:** A coach will ask a game or tournament official to handle inappropriate parents/guests. In the case where a game official is not willing to intercede, a coach can consider the value of pausing the practice, game or competition to resolve the issue
- **Coaches:** Coach behavior can be addressed differently depending on the situation

Game and tournament officials are responsible for observing and responding to questionable or inappropriate coaching behavior at games/tournaments. They have the right to address observed behavior up to and including suspending a coach from a game or tournament

Players and parents may also have questions or concerns about coach actions or behaviors. Please read below about player management for further details

Whether a Player, Parent or Coach, observed patterns of abusive behavior will merit banning the offending individual(s) from all games for the remainder of the season. The CTSC President or Risk Officer will review incidents and possible responses with coaches at a Club meeting at least annually.

Player Management Policy

Player Management refers to the coach's management of his/her players, including their playing time, field position and general coaching. Again, the **ELM Mastery Approach** sets the expectation that our coaches will focus on promoting Effort and Learning including patience and respect for the process of making and learning from Mistakes. Also, coaches are expected to fill players' Emotional Tanks and Honor the Game.

Player or Parent Discussion with a Coach

In the case where a player or parent/guardian has questions or concerns about coaching player management, CTSC asks families to select discussion time appropriately. In fact, pertaining to the topics of *playing time* or *field position*, families are expected to observe a 24-hour rule and NOT approach a coach before, during or directly after a game.

CTSC's approach allows for learning, development and advocacy at the player level first, then advocacy through a chain that provides a coach the chance to hear, discuss and respond to feedback. A coach is provided choice and opportunity to confer with the Coaching Director. Also, a Coaching Director may be contacted directly by a player/parent. Families are asked to follow this progressive approach that is designed to influence change early:

1. Player talks to coach first. If uncomfortable talking to the coach, a player may talk to their parent first
2. Player talks to their parent; Player, parent or parent/player together talk to coach
3. Player/parent talk to the CTSC Coaching Director who decides the next step approach



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In cases that may warrant intervention, The CTSC Director of Coaching - in consultation with the CTSC Board Chair and the CTSC Risk Officer - will be the final decision makers about response. Specifically, after looking into the situation thoroughly, a decision will be made and shared confidentially with all impacted parties. Decisions can reflect developmental coaching, progressive discipline or immediate suspension or dismissal based on the nature of the behavior. The objective always is to facilitate a win-win approach and outcome.

Parents/guardians –

- When speaking with either the coach or Director of Coaching, it is expected that you will refrain from discussion about children other than your own. The coach or Director of Coaching will enforce this
- Also, please know that if you approach a CTSC board member to express your concern, you will be referred to this process and the Coaching Director as a resource for explaining this process more thoroughly as needed

It is the position of Soccer Maine that all questions from players, fans, coaches and club administration must first be addressed internally to the club before being elevated by the Club President or his/her delegate to the level of Soccer Maine administration. Coach, player and fan communications with Soccer Maine regarding questions, complaints and other thoughts regarding the Fall Travel Soccer Season are prohibited.

Again, all inquiries must be addressed to CTSC's President first. S/he will then elevate those inquiries to Soccer Maine as s/he deems appropriate.

Sexual Harassment / Abuse

Neither sexual harassment nor sexual abuse will be tolerated by CTSC. This pertains to all club members within CTSC and when interacting with other clubs, but especially to coach-to-player, coach-to-coach, and player-to-player interactions. One-to-one situations between club adults and players is strongly discouraged.

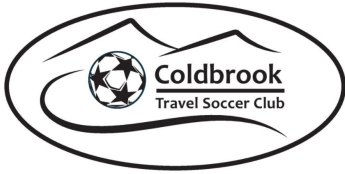
CTSC takes reports of sexual harassment and/or abuse very seriously. Please report to the CTSC President, Coaching Director or Risk Officer.

Understanding

Thank you for your signatures below, which demonstrate that you have read and understand the Code of Conduct and Player Management Policy. This is required for all CTSC players and parents/guardians.

(print name)

(signature)



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Code of Conduct & Player Management Policy

1. Parent/Guardian (print name) /Guardian (signature)

2. Parent/Guardian (print name) /Guardian (signature)