

UVIC PROFESSIONAL CODE FOR COACHES

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Performance Sport

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Message from Vikes Athletics & Recreation

"The University of Victoria (UVic) is committed to affirming, educating and supporting a culture of excellence for the Vikes Athletics program. This code will support us in building on the Vikes' rich athletic tradition and our ongoing and deep commitment to providing a supportive environment for student-athletes to pursue high standards of national and international sport performance.

With the support of coaches, staff, student-athletes and the sport community, I am pleased to introduce this model of Professional Code for Coaches at UVic."

Clint Hamilton, Senior Director

"On behalf of the Vikes coaching staff, we are happy to have worked together with both the Athletics Department and University in moving this Professional Code for Coaches forward. As with all Codes, we believe that it will be strengthened over time by the accumulated experiences of the University, the coaches, the student-athletes and the annual review process."

Peter Vizsolyi, Head Coach, Swimming (M&W)

Preamble

This Code has been prepared by the University of Victoria as a professional and ethical guide for its coaches.

The conduct and ethical behavior of a professional is determined by the degree of respect with which a professional interacts and communicates with student-athletes, their families, peers and the public. Coaches have a responsibility to encourage autonomy and personal growth and to ensure that student-athletes train and perform in suitable and safe settings.

In addition to serving these groups, a professional coach also has an obligation to the profession, and thus to the sporting community at large. The intent of this Code is to define the appropriate parameters for these interactions and obligations, and thus to identify a standard for appropriate behavior.

Coaches may experience conflict between different sets of ethical principles, such as those developed by their respective NSOs and those that form part of their collective bargaining agreement. In these situations, coaches are also encouraged to consult with those who have relevant expertise to the subject, to pursue appropriate educational opportunities, and to be aware of their legal obligations as coaches.

This Code does not exhaust the moral and ethical considerations that should guide a professional coach. This Code provides a framework for the ethical coaching and teaching of sport in the University of Victoria environment.



Purpose

Coaches are representative of the culture of excellence inherent to the University of Victoria and play a critical role in leading the development of our valued student-athletes and teams. The intent of the UVic Professional Code for Coaches is to provide clear expectations for all Vikes coaches in how to deliver their responsibilities and to ensure that both coaches and the university uphold the standards of sport expected in Canadian performance sport.

This UVic Professional Code for Coaches seeks to appropriately align the new Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) with UVic employee policies and collective bargaining agreements, British Columbia labor law, and other codes of conduct that apply to all Vikes coaches, such as the U SPORTS Code of Ethics, and the codes of conduct of relevant National Sport Organizations

Context

The coach/student-athlete relationship is a privileged one and plays a critical role in the academic, athletic, and personal development of student-athletes. Coaches are expected to understand and respect the inherent power imbalance that exists in this relationship and must not abuse it in any manner. Coaches should always behave in a manner beyond reproach and act with integrity towards their student-athletes, fellow coaches, administrators, officials, parents and families, spectators, community members, media and themselves.

Vikes coaches must adhere to the UVic Professional Code for Coaches outlined below. This code is modeled after the Coaching Association of Canada (CAC) and Ontario University Athletics (OUA). At the same time, coaches are expected to comply with applicable policies within [U SPORTS](#), [Canada West](#), [National Association of Intercollegiate Athletics](#) (NAIA), the [Canadian University Rowing Association \(CURA\)](#), their respective National Sport Organizations, Provincial Sport Organizations and the University of Victoria. It is incumbent on each coach to familiarizethemselves with the UCCMS as developed and implemented by Sport Canada. If a coach is at all unclear as to the meaning or intent of any of the above, it is their responsibility to seek appropriate guidance including from their supervisor, or other appropriate resources.

The UCCMS provides the foundation for the development of a coordinated implementation strategy to prevent and address harm across all levels of the Canadian sport system. This new policy will support a safe sport environment for all participants, including student-athletes, coaches, officials, administrators, and practitioners for every sport.

This UVic Professional Code for Coaches applies to conduct during university activities and Vikes Athletics business, coaching activities, and events including, but not limited to, recruiting, competitions, tournaments, games, matches, practices, tryouts, training camps and travel.

Coaches play a unique role in the lives of student-athletes in that the standards, conditions and education driven by their programs can have lasting effects that student-athletes carry with them outside sporting environments. While coaches are not responsible for all the actions and behaviors of student-athletes outside the Vikes environment, it is an important part of coaches' work to instill transferable life skills that student-athletes can carry with them outside and beyond the Vikes environment.



Standards of Behavior Expected of Coaches

1. Health and Safety of Student-Athletes

The health and well-being of our student-athletes is our top priority. We aspire to ensure a healthy and safe environment to support individual and team success.

Coaches are expected to:

- a) Ensure training and competition sites are safe at all times.
- b) Be prepared to act, and to act, quickly and appropriately in the case of emergency.
- c) Make every effort to place student-athletes in a position to succeed and to avoid placing student-athletes in situations presenting unnecessary risk or risk beyond their level of experience/expertise.
- d) Strive to preserve the present and future physical, mental and emotional health and well-being of student-athletes.
- e) Understand student-athlete needs and supports; become familiar with resources for student-athletes on and off campus; and refer a student-athlete for more support when appropriate.
- f) Foster self-esteem among student-athletes.
- g) Ensure a safe environment by selecting activities and coaching methods that are suitable for the age, experience, ability and fitness level of the involved student-athletes.
- h) Prepare student-athletes systematically and progressively, using appropriate timeframes and monitoring student-athletes' wellbeing while refraining from using training methods or techniques that may harm student-athletes.
- i) Avoid compromising the present and future health of student-athletes by communicating and cooperating with support professionals in the diagnosis, treatment and management of student-athletes' medical and psychological treatments.
- j) Respect all medical processes including return to learn/play.
- k) Actively discourage the use of performance enhancing substances and other drugs (with the exception of properly prescribed medications).
- l) Encourage healthy choices with respect to alcohol, tobacco, cannabis and other lifestyle decisions.
- m) Take concerns student-athletes seriously, consulting with relevant university offices related to necessary responses to concerns and connecting students to available supports as appropriate.

2. Student-Athlete Development

Coaches play an instrumental role in leading the overall positive growth of individual development and shall be committed to ensuring a transformational experience for our student-athletes.

Coaches are expected to:

- a) Be concerned primarily with the well-being, safety, protection and future of their student-athletes.
- b) Act in the best interest of their student-athlete's holistic development and create a balance between the development of performance and the social, emotional, intellectual and physical needs of the individual.
- c) Appropriately support student-athletes who have qualified for participation with a training



- camp, provincial/territorial team or national team.
- d) Provide student-athletes (and the parents/guardians of minors) with the information necessary to be involved in the decisions that affect the student-athlete.
- e) Respect fellow coaches.
- f) Respect athletes playing for institutions or teams other than Vikes and, in dealings with them, not encroach upon topics or actions that are deemed to be within the realm of “coaching,” unless first receiving approval from the other coach(es) responsible for the student-athletes.

3. Coaching Responsibly

As leaders and role models in our community, we hold ourselves to high standards of conduct and seek to consistently demonstrate strong sport spirit while treating others with respect at all times.

Coaches are expected to:

- a) Be aware of the power and authority of their position in relation to student-athletes and teams, making decisions in their best interest and with survivor-centered and trauma-informed principles in mind.
- b) Avoid deriving personal advantage from a situation or decision.
- c) Recognize one’s limitations in terms of knowledge and skills when making decisions, giving instruction or taking action; seek assistance or advice where necessary.
- d) Honor commitments, word given and agreed-to objectives; transparently explain when a change in original decision-making is required.
- e) Maintain confidentiality and privacy of personal information and use personal information appropriately as per British Columbia’s Freedom of Information and Protection of Privacy legislation (access UVic [Privacy Training here](#)).
- f) Treat opponents with respect, both in victory and defeat, and prepare student-athletes to act in a similar manner.
- g) Accept responsibility for the conduct of student-athletes and discourage inappropriate behavior in training, competition and away from the sporting arena.
- h) Model respectful, inclusive, and anti-oppressive behavior, especially in regard to matters of race, sex and gender identity/expression, sexuality, and ability (see also, the Prohibited Grounds of Discrimination in UVic’s [Discrimination and Harassment Policy](#)).
- i) Accept the role of officials in ensuring that competitions are conducted fairly and according to established rules.
- j) Consistently demonstrate proper decorum towards officials and opposing teams, refraining from use of profane language, verbal harassment and personal attacks of any kind.
- k) Accept responsibility for their own conduct and engage in supporting an ethical workplace at all times while carrying out duties.
- l) Abide by all recruiting, eligibility and financial awards rules, processes and policies, and not misrepresent or offer inducements to recruits that fall outside of applicable Canada West, NAIA and U SPORTS parameters.
- m) Keep up to date on policy changes, changes to the standards of safe sport and other relevant policies, codes or standards.
- n) Inform your supervisor of any coaching role or contract outside of the UVic environment.



4. Integrity in Relations with Others

We understand that consistency in thought, words and action are crucial to developing the trust relationships necessary for successful performance and we aspire to the highest standards of personal decorum in our work.

Coaches are expected to:

- a) Refrain from all behaviors considered to be discrimination, harassment or sexualized violence as outlined in UVic policies.
- b) Refrain from intimate relationships with student-athletes.
- c) Disclose immediately to their supervisor a relationship involving a student-athlete not considered a normal coaching relationship.
- d) Be conscious of conflicts of interest which may influence objectivity or impartiality. For example, coaching family members or where association with other sport organizations (e.g., national or provincial team). may constitute conflict of interest. Coaches will be expected to declare any conflict of interest to their supervisor.
- e) Ensure decisions are made fairly and equitably, and with a clear understanding of the historical barriers to some students' involvement and opportunity in sport.
- f) Speak without bias and refrain from negative comments about other institutions and associated leagues or associations.

5. Respect

We respect and preserve the dignity of each individual.

Coaches are expected to:

- a) Act in accordance with [UVic's Policy GV0200 on Human Rights, Equity and Fairness](#), *"The University promotes a safe, respectful and supportive learning and working environment for all members of the university community. The University fosters an environment characterized by fairness, openness, equity, and respect for the dignity and diversity of its members. The University strives to be a place that is free of discrimination and harassment, injustice and violence. The strength and vibrancy of the University is found in the diverse life experiences, backgrounds and worldviews of all its members."*
- b) Expect student-athletes to participate within the rules of their sport; actively seek to discourage and condemn action that intentionally transgress the rules; and encourage student-athletes to compete within the spirit of the rules.
- c) Maintain and enhance the dignity and self-esteem of student-athletes and other individuals by:
 - Ensuring comments or criticisms are appropriate and productive, with the goal of constructively improving athletic performance.
 - Avoiding public criticism of student-athletes, coaches, officials, organizers, volunteers, employees or community members.
 - Demonstrating sport leadership, ethical conduct and a sense of fair play.
 - Correcting or preventing practices that are discriminatory.
 - Consistently treating individuals fairly and reasonably.



6. Honor Sport

We acknowledge the privilege of participating in sport and our responsibility in growing the sports in which we compete.

Coaches are expected to:

- a) Observe and ensure observance of all rules and regulations of their sport.
- b) Compete fairly.
- c) Maintain dignity in all circumstances, exercise self-control and refrain from using profane language or verbal harassment and personal attacks of any kind.

7. Discrimination and Harassment

We are committed to supporting an environment where individuals and teams can aspire to high levels of national and international sport performance in an environment free of harassment, discrimination and abuse of any kind.

Coaches are expected to:

- a) Understand the fundamental power imbalance inherent in the relationship between a coach and student-athlete and how this power imbalance may be exacerbated by aspects of both the coach's and student-athlete's identity in relation to one another. Particular attention should be paid to intersections of sex and gender, race, sexual orientation, and ability.
- b) Act in accordance with UVic's [GV0205 Discrimination and Harassment Policy](#), and in particular to avoid any and all forms of Discrimination and Harassment as defined in the policy.
- c) Refrain from any behavior that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious.
- d) Refrain from any behavior that constitutes maltreatment as defined in the UCCMS.
- e) Refrain from any behavior that constitutes sexualized violence as defined in UVic's [Sexualized Violence Policy, including sexual harassment](#). Types of behavior that constitute sexual harassment include, but are not limited to:
 - Sexist jokes.
 - Display of sexually offensive material.
 - Sexually degrading words used to describe a person.
 - Overly personal questions or comments about a person's private life.
- f) Never engage in any manner of sexual relationships with a student-athletes. The power imbalance means that student-athletes are unable to provide consent according to university policy. Understand that as members of UVic and the sport community, the responsibility to act in accordance with the University of Victoria's policy and ensure an environment free of discrimination and harassment.



8. Personal Behavior

Understanding the important leadership and mentorship role played by coaches, we seek to exhibit the highest standards of personal decorum and behavior.

Coaches are expected to:

- a) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- b) Take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations at sanctioned events.
- c) Refrain from using illegal drugs.
- d) Respect the property of others and not willfully cause damage.
- e) Adhere to all federal, provincial, municipal and host-country laws.

9. Doping and Drug Use

We are committed to supporting the values of clean sport and protecting our student-athletes from the negative forces of doping and other unethical threats.

Coaches are expected to:

- a) Fully comply with the [Canadian Anti-Doping Program as adopted and adhered to by UVic Vikes Athletics](#).
- b) Respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program imposed by any other sport organization.
- c) Enforce all anti-doping requirements outlined by the CCES.
- d) Take reasonable steps to manage the responsible consumption of alcohol and cannabinoids by student-athletes at sanctioned events.
- e) Discourage the use of illegal drugs.
- f) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES).

10. Student-Athlete Protection

We are committed to ensuring a safe environment that challenges individual and team potential through the fostering of mutual respect and consent.

Coaches are expected to:

- a) Provide a criminal record check at the onset of employment and every five years thereafter and, if charged or convicted of criminal offence, to promptly report such to the university.
- b) Self-report any ongoing criminal investigation that they are subject to.
- c) Act in accordance with UVic's [GV0245 Sexualized Violence Prevention and Response Policy](#), *"instill and cultivate institutional, collective, and individual responsibility to create an environment in which consent and respect are foundational principles and practices at the university."*
- d) Be responsible for setting and monitoring the boundaries between a working relationship and friendship with student-athletes.



11. Concerns

Any member of the Vikes community who believes that a Vikes coach has engaged in discrimination, unfair or inappropriate treatment, sexualized violence or any other form of maltreatment, is encouraged to connect with Vikes staff.

Information regarding options for reporting concerns – both sport-related and non-sport-related - are outlined here: [Vikes Reporting Options and Support Resources](#). Resources and supports that are available to student-athletes at the University of Victoria are also detailed in this document.

12. Complaints

Any infraction of this Code may be subject to formal review under the [Student Complaint Process](#) and may result in performance improvement measures, sanctions and other disciplinary action.

Relevant UVic Policies

Similar to all UVic employees, Coaches are expected to make themselves aware of the university policies and their rights and responsibilities under these policies.

Policy on Human Rights, Equity and Fairness

https://www.uvic.ca/universitysecretary/assets/docs/policies/GV0200_1105_.pdf

Discrimination and Harassment Policy

https://www.uvic.ca/universitysecretary/assets/docs/policies/GV0205_1150_.pdf

Sexualized Violence

<https://www.uvic.ca/universitysecretary/assets/docs/policies/GV0245.pdf>

Privacy Policy

<https://www.uvic.ca/universitysecretary/assets/docs/policies/GV0235.pdf>