

TO ALL PROSPECTIVE COACHES:

On behalf of the North Branford Youth Basketball Association, LLC (NBYB) and its member programs; we would like to thank you for volunteering your time, efforts and talents to coach in the NBYB league. All of those given freely of their time in the past, we assure you that the coaching experience will be extremely rewarding one.

Attached you will find a "Coach Application & Disclosure Statement", NBYB Coaches Code of Conduct and the NBYB Sexual Abuse Policy / Physical Abuse Policy. This year, as well as in the past years, all coaches will be mandated to fill out and sign this paperwork prior to the beginning of the season.

The following information is a requirement to be considered as a coach in the NBYB program. Any incomplete applications will NOT be considered.

- 1) Completed and signed Coach Application
- 2) Completed and signed Coaches Code of Conduct
- 3) Copy of your Drivers License

If you have any questions or concerns, please contact Pete Manzi 203-488-6203

Thanks.

COACH APPLICATION & DISCLOSURE STATEMENT

NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC and its member programs will not authorize in any of its programs that it directly controls any volunteer or employee who has routine access to children (anyone under the age of majority), who refuses to consent to be screened by NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC or its member programs prior to being issued acceptance/approval for routine access to the children who take part in NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC or its members' programs.

Volunteer Application and Disclosure Agreement  
(Please Print)

Last Name First Name Middle \_\_\_\_\_

Address city state zip: \_\_\_\_\_

\_\_\_\_\_

Social Security Number \_\_\_\_\_ Driver's License Number \_\_\_\_\_

State \_\_\_\_\_ Expiration Date \_\_\_\_\_

Date of Birth \_\_\_\_\_ Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_

Previous Address(s) if located in another state within the past 10 years

I have read and understand that a person maybe disqualified and prohibited from serving as an employee or volunteer of NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC and its member programs. if among other things, the person has:

- 1 1. Been convicted (including crimes the record of which has been expunged and pleas of "no contest") of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault or any assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes, or controlled substance crimes
- 2 2. Been adjudged liable for civil penalties or damage involving sexual or physical abuse of children;
- 3 3. Been subject to any court order involving any sexual or physical abuse of a minor, including, but not limited to domestic order or protection;
- 4 4. Had their parental rights terminated;

5 5. Has history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of minors;

6 6. Resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to a complaint(s) of sexual or physical abuse of minors

7 7. Has a history of other behavior that indicates they may be a danger to children in **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** and/or its members' programs.

Do any of the above apply to you? YES \_\_\_\_\_ NO \_\_\_\_\_

If yes, please describe \_\_\_\_\_

I certify that all information given by me in this application is true and correct to the best of my knowledge. I understand that false or misleading statements made by me or consequential omissions of any kind in the application process are significant cause for my not being accepted as a volunteer/employee or for my dismissal no matter when discovered.

I authorize **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** and/or its member programs to investigate all information contained in this application, including, but not limited to a criminal records investigation. The employers, organizations, and individuals name are authorized to give you any and all information regarding my employment, volunteering, character, fitness and qualifications (including opinions) that they have about me

In consideration of the evaluation of this application by **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** and/or its member programs I HEREBY WAIVE RELEASE AND DISCHARGE **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC**, all its member programs, all employees, organizations and individuals and any other persons or entities from Liability for damages and losses of whatever kind or nature, except liability for willful or intentional acts or punitive damages, that may result from compliance or attempts to comply with this authorization.

Signature \_\_\_\_\_

Date \_\_\_\_\_

**NORTH BRANFORD YOUTH BASKETBALL  
COACHES CODE OF CONDUCT**



We ask that you pledge to be responsible for your words and actions while attending or participating in NBYB activities by conforming your behavior to this code of conduct. Your conduct is a reflection upon our program and our community.

- I understand that it is a privilege to participate in NBYB and with this privilege I must be responsible for my actions.
- I will teach and abide by the rules of the game.
- I will demand good sportsmanship by demonstrating positive support for all players, coaches, officials and association representatives at all times.
- I will demand and honor that all players, coaches, officials, volunteers and spectators are treated with respect regardless of race, gender, creed or ability.
- I will never ridicule or berate my players or others for a mistake or losing.
- I will respect the officials and their authority. I will not question their decisions in a loud, disrespectful, threatening or abusive manner.
- I will respect the coaches and players from the opposing team during the play of the game and at its conclusion, win or lose.
- I will not engage in the use of profanity, obscene language or improper actions and will maintain control of my emotions.
- I will ensure that the fans of my team conduct themselves with sportsmanship and maturity at all times while in attendance at game sites.
- I will treat each athlete as an individual and help him reach his full potential.
- I will abide by the playing time requirements as established by NBYB.
- I will remember that the game is for the youth, not the adults.
- I will respect and show appreciation for the volunteers who give their time to basketball.
- I will support a sports environment that is free of alcohol, drugs or tobacco and I will refrain from use at all games, practices and tournaments.
- I will demonstrate respect for public property and equipment and I will ensure a safe environment for my players. I will not leave players unattended following practices or games.

**NBYB reserves the right to forgo the verbal warning stage if the circumstance warrants such action. As a coach your example is powerful, for better or worse. You must realize, accept and practice the principle that a teams reputation is built not only on its playing ability but also on its sportsmanship, courtesy and manner. I have read and understand the above Code of Conduct, and agree to abide by its guidelines at all team and NBYB activities. I also acknowledge that failure to follow these guidelines will result in action which may include suspension or removal from NBYB activities.**

\_\_\_\_\_  
Head Coach Signature                      Date

\_\_\_\_\_  
Assistant Coach Signature                      Date

\_\_\_\_\_  
Assistant Coach Signature                      Date



**NB YOUTH BASKETBALL SEXUAL ABUSE POLICY** It is the policy of NB Youth Basketball that there shall be no sexual abuse of any minor participant involved in any of its sanctioned programs, its Basketball Clinics, Coaches Clinics, Referee Clinics, Tournaments or other NB Youth Basketball events by a volunteer or independent instructor. Sexual abuse of a minor participant occurs when a Coach volunteer or independent instructor touches a minor participant for the purpose of causing the sexual arousal or gratification of either the minor participant or the Coach volunteer or independent instructor. Sexual abuse of a minor participant also occurs when a minor player touches a Coach volunteer or independent instructor for the sexual arousal or sexual gratification of either the minor participant or Coach volunteer / independent instructor if the touching occurs at the request or with the consent of the Coach volunteer or independent instructor. Neither consent of the player to the sexual contact, mistake as to the participant's age, nor the fact that the sexual contact did not take place at a Basketball function are defenses to a complaint of sexual abuse. Upon proof of a violation of this policy, the violator will be permanently banned or suspended from NB Youth Basketball sanctioned programs and/or the programs of its Affiliate Associations.

**NB YOUTH BASKETBALL PHYSICAL ABUSE POLICY** It is the policy of NB Youth Basketball that there shall be no physical abuse of any participant involved in any of its sanctioned programs, its Basketball Clinics, Coaches Clinics, Referee Clinics, Tournaments or other NB Youth Basketball events by any Coach volunteer or independent instructor. Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury. Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate a Basketball skill. Permitted physical conduct may include, but is not necessarily limited to, shooting Basketballs, demonstrating a defensive position and other Basketball skills, and communicating with or directing participants, during the course of a game or practice, by touching them in a non-threatening, non-sexual manner.

# NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC COACHING ETHICS CODE

## TABLE OF CONTENTS

INTRODUCTION

GENERAL PRINCIPLES

ETHICAL STANDARDS

## INTRODUCTION

This Ethics Code is intended to provide standards of ethical conduct that can be applied by NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC and its member organizations. Whether or not a coach has violated the Ethics Code does not by itself determine whether a contract or agreement is enforceable or whether other legal consequences occur. These results are based on legal rather than ethical rules. However, compliance with or violation of the Ethics Code may be admissible as evidence in some legal proceedings, depending on the circumstances.

This Code is intended to provide both the general principles and the decision rules to cover most situations encountered by coaches. It has as its primary goal the welfare and protection of the individuals and groups with whom coaches work. This Code also provides a common set of values. It is the individual responsibility of each coach to aspire to the highest possible standards of conduct. Coaches should respect and protect human civil rights, and should not knowingly participate in or condone unfair discriminatory practices.

## GENERAL PRINCIPLES

### PRINCIPLE A: Competence

Coaches strive to maintain high standards of excellence in their work. They recognize the boundaries of their particular competencies and the limitations of their expertise. They provide only those services and use only those techniques for which they are qualified by education, training or experience. In those areas in which recognized professional standards do not yet exist, coaches exercise careful judgment and take appropriate precautions to protect the welfare of those with whom they work. They maintain knowledge of relevant coaching educational information related to the services they render, and they recognize the need for ongoing education.

Coaches make appropriate use of scientific, professional, technical and administrative resources.

### PRINCIPLE B: Integrity

Coaches seek to promote integrity in the practice of coaching. Coaches are honest, fair and respectful of others. In describing or reporting their qualifications, services, products, or fees they do not make statements that are false, misleading or deceptive. Coaches strive to be aware of their own belief systems, values, needs and limitations and the effect of these on their work. To the extent feasible they attempt to clarify, for relevant parties, the roles they are performing and to function appropriately in accordance with those roles. Coaches avoid improper and potentially harmful dual relationships.

### PRINCIPLE C: Professional Responsibility\*

Coaches uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and adapt their methods to the needs of different athletes. Coaches consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interest of their athletes, or other recipients of their services. Coaches' moral standards and conduct are personal matters to the same degree as is true for any other person, except when coaches' conduct may compromise their responsibilities or reduce the public's trust in coaching and/or coaches. Coaches are concerned about the ethical compliance of their colleagues' conduct. When appropriate, they consult with their colleagues in order to prevent or avoid unethical conduct.

**PRINCIPLE D: Respect of Participants and Dignity\*\***

Coaches respect the fundamental rights, dignity and worth of all participants. Coaches are aware of cultural, individual and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language and socioeconomic status. Coaches try to eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone unfair discriminatory practices.

**PRINCIPLE E: Concern for Others' Welfare**

Coaches seek to contribute to the welfare of those with whom they interact. In their actions, coaches consider the welfare and right of their athletes and other participants. When conflicts occur among coaches' obligations or concerns, they attempt to resolve these conflicts and to perform their roles in a responsible fashion that avoids or minimizes harm. Coaches are sensitive to differences in power between themselves and others, and they do not exploit nor mislead other people during or after their relationships.

**PRINCIPLE F: Responsible Coaching**

Coaches are aware of their ethical responsibilities to the community and the society in which they work and live. They apply and make public their knowledge of sport in order to contribute to human welfare. Coaches try to avoid misuse of their work. Coaches comply with the law and encourage the development of law and policies that serve the interest of sport.

**ETHICAL STANDARDS**

**A. GENERAL STANDARDS**

These General Standards are applicable to the activities of all coaches.

**1. Applicability of the Ethics Code**

While many aspects of personal behavior and private activities seem far removed from official duties of coaching, all coaches should be sensitive to their position as role models for their athletes. Private activities perceived as immoral or illegal can influence the coaching environment and coaches are encouraged to observe the standards of this Ethics Code consistently.

**2. Boundaries of Competence**

1. (a) Coaches provide services only after first undertaking appropriate study, training, supervision, and/or consultation from persons within their respective association.
2. (b) In those Affiliates or Districts which require coaching education, coaches take reasonable steps to ensure their attendance at appropriate coaching education clinics.

**3. Maintaining Expertise**

Coaches maintain a reasonable level of awareness of related coaching information and undertake ongoing efforts to maintain competence in the skills they use.

**4. Basis For Professional Judgements**

Coaches rely on scientifically and professionally derived knowledge when making judgments or when engaging in coaching endeavors.

## **5. Describing The Nature Of Coaching Services**

When coaches provide services or information to an individual, a group, or an organization, they use language that is reasonably understandable and appropriate to the recipient of those services and information that is always updated and truthful

## **6. Respecting Others**

Coaches respect the rights of others to hold values, attitudes and opinions that differ from their own.

## **7. Nondiscrimination**

Coaches do not engage in discrimination based on age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socioeconomic status, or any basis prescribed by law

## **8. Sexual Harassment**

1. (a) Coaches do not engage in sexual harassment. Sexual harassment is sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, and that either
  2. (1) is unwelcome, is offensive, or creates a hostile environment, and the coach knows or is told this,
  3. (2) is sufficiently severe or intense to be abusive to a reasonable person in the contextSexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts.
4. (b) Coaches will treat sexual harassment complainants and respondents with dignity and respect. Coaches do not participate in denying an athlete the right to participate based on their having made, or their being the subject of, sexual harassment charges

## **9. Other Harassment**

Coaches do not engage in or condone behavior that is harassing or demeaning to persons with whom they interact in their work based on factors such as a person's age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, or socioeconomic status.

## **10. Personal Problems and Conflicts**

1. (a) Coaches recognize that their personal problems and conflicts may interfere with their effectiveness. Accordingly, they refrain from undertaking an activity when they know or should know that their personal problems are likely to lead to harm to athletes or other participants.
2. (b) In addition, coaches have an obligation to be alert to signs of, and to obtain assistance for, their personal problems at an early stage, in order to prevent significantly impaired performance
3. (c) When coaches become aware of personal problems that may interfere with their performing work-related duties adequately, they take appropriate measures, such as obtaining professional consultation or assistance, and determine whether they should limit, suspend, or terminate their work-related duties

## **11. Avoiding Harm**

Coaches take reasonable steps to avoid harming their athletes or other participants, and to minimize harm where it is foreseeable and unavoidable.

## **12. Misuse of Coaches' Influence**

Because coaches' judgments and actions may affect the lives of others, they are alert to guard against personal, financial, social, organizational or political factors that might lead to misuse of their influence.

## **13. Multiple Relationships**

1. (a) In many communities and situations, it may not be feasible or reasonable for coaches to avoid social or other non-coaching contacts with athletes and other participants. Coaches must always be sensitive to the potential harmful effects of other contacts on their work and on those persons with whom they deal. A coach refrains from entering into or promising a personal,

professional, financial, or other type of relationship with such persons if it appears likely that such a relationship might impair the coach's objectivity or otherwise interfere with the coach effectively performing his or her function, or might harm or exploit the other party

2. (b) Likewise, whenever feasible, a coach refrains from taking on obligations when preexisting relationships would create a risk of harm.

3. (c) If a coach finds that due to unforeseen factors, a potentially harmful multiple relationship has arisen, the coach attempts to resolve it with due regard for the best interests of the affected person and maximal compliance with the Ethics Code

#### **14. Exploitative Relationships**

1. (a) Coaches do not exploit athletes or other participants over whom they have supervisory, evaluative or other authority.

2. (b) Coaches do not engage in sexual/romantic relationships with athletes or other participants over whom the coach has evaluative, direct, or indirect authority, because such relationships are likely to impair judgment or be exploitative.

#### **15. Delegation To, And Supervision Of Subordinates**

0. (a) Coaches delegate to their assistants only those responsibilities that such persons can reasonably be expected to perform competently, on the basis of their education, training or experience, either independently or with the level of supervision being provided.

2. (b) Coaches provide proper training and supervision to their assistants or substitutes, as well as take reasonable steps to see that such persons perform services responsibly, competently, and ethically.

### **3. B. PUBLIC STATEMENTS**

#### **1. Avoidance Of False Or Deceptive Statements**

Coaches do not make public statements that are false, deceptive, misleading, or fraudulent (either due to what they state, convey or suggest, or because of what they omit) concerning their work activities or those of persons or organizations with which they are affiliated. As examples (and not in limitation) of this standard, coaches do not make false or deceptive statements concerning:

1. (a) their training, experience, or competence;
2. (b) their academic degrees;
3. (c) their credentials;
4. (d) their institutional or association affiliations;
5. (e) their services;
6. (f) the basis for, or results or degree of success of their services; or
7. (g) their criminal record

#### **2. Media Presentations**

When coaches provide advice or comment by means of public lectures, demonstrations, radio or television programs, prerecorded tapes, printed articles, mailed material, or other media, they take reasonable precautions to ensure that the statements are consistent with this Ethics Code

#### **3. Testimonials**

Coaches do not solicit testimonials from current athletes or other participants who, because of their particular circumstances, are vulnerable to undue influence.

### **C. TRAINING ATHLETES**

#### **1. Structuring The Relationship**

1. (a) Coaches discuss with athletes, as early as it is feasible, appropriate issues such as the nature and anticipated course of training

2. (b) When the coach's work with athletes will be supervised, the above discussion includes that fact, and the name of the supervisor

3. (c) Coaches make reasonable efforts to answer athletes' questions and to avoid apparent misunderstandings about training. Whenever possible, coaches provide oral and/or written information, using language that is reasonably understandable to the athlete.

## **2. Coach/Parent Relationships**

1. (a) When a coach agrees to provide services to several persons who have a relationship (such as parents and children), the coach attempts to clarify at the outset the relationship they will have with each person. This clarification includes the role of the coach and the probable uses of the services provided.

2. (b) As soon as it becomes apparent that the coach may be called on to perform conflicting roles (such as mediator between parents and children or sibling teammates), the coach attempts to clarify and adjust or withdraw from roles appropriately.

## **3. Sexual Intimacies With Current Athletes**

Coaches do not engage in sexual intimacies with current athletes.

## **4. Coaching Former Sexual Partners**

Coaches do not coach athletes with whom they have engaged in sexual intimacies.

## **5. Sexual Intimacies With Former Athletes**

1. (a) Coaches should not engage in sexual intimacies with a former athlete for at least two years after cessation or termination of professional services.

2. (b) Because sexual intimacies with a former athlete are so frequently harmful to the athlete, and because such intimacies undermine public confidence in the coaching profession and thereby deter the public's use of needed services, coaches do not engage in sexual intimacies with former athletes even after a two-year interval except in the most unusual circumstances. The coach who engages in such activity after the two years following cessation or termination of the coach-athlete relationship bears the burden of demonstrating that there has been no exploitation, in light of all relevant factors, including:

3. (1) the amount of time that has passed since the coach-athlete relationship terminated,

4. (2) the circumstances of termination,

5. (3) the athlete's personal history,

6. (4) the athlete's current mental status,

7. (5) the likelihood of adverse impact on the athlete and others, and

8. (6) any statements or actions made by the coach during the course of the athlete-coach relationship suggesting or inviting the possibility of a post-termination sexual or romantic relationship with the athlete or coach.

## **6. Drug-Free Sport**

Coaches do not tolerate the use of performance-enhancing drugs and support athletes' efforts to be drug free.

## **7. Alcohol, Tobacco and Gambling**

1. (a) Coaches discourage the use of alcohol and tobacco in conjunction with athletic events or victory celebrations at playing sites and forbid the use of alcohol by minors.

2. (b) Coaches refrain from tobacco, alcohol and gambling use while they are coaching and make every effort to avoid their use while in the presence of their athletes.

3. (c) Coaches discourage gambling in conjunction with athletic events, at playing sites and during road trips.

## **8. Pornography**

1. (a) Coaches discourage the use of pornographic material.

2. (b) Coaches refrain from the use of pornography while they are coaching and make every effort to avoid pornography while in the presence of their athletes.

3. (c) Coaches do not engage in illicit behavior or activities with athletes or other participants over whom the coach has direct or indirect authority.

Participant

- 1 (a) Contacting the coach's Association President or appropriate designee
- 2 (b) Confirm with the coach's Association President if there was an attempt for an informal resolution.
- 0 (c) Complete an Ethical Violation Form available through the Association President or designee.
- 1 Association
- 3 (a) Will review the Ethical Violation charge using the appropriate due process procedures
- 4 (b) Will give a copy of the completed Ethical Violation form to the coach in question seven (7)days prior to the association's review.
- 5 (c) Will keep a written report on all reviews and actions

**6. Cooperating With Ethics Committees**

Coaches cooperate in ethics investigations, proceedings, and resulting requirements of NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC and any of its member organizations Failure to cooperate is itself an ethics violation.

**7. Improper Complaints**

Participants do not file or encourage the filing of ethics complaints that are frivolous and are intended to harm the respondent rather than protect the public

**G. PROCESS RELATING TO VIOLATION OF CODE**

- 1 1. The Coach acknowledges that this Ethics Code is administered under the authority of **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** and its member organizations, that a violation of the Code subjects the coach to the processes of **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** and its member organizations. **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** and its member organizations acknowledge that all violations of the Ethics Code will be reviewed for possible disciplinary action, and member organizations will keep a written report on all reviews and actions
2. 2. In the event that a violation of the Ethics Code occurs during an authorized **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** activity, **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** may take action separate and independent from that of its member organizations in order to protect its interests and those of athletes, coaches and others involved with the activity
3. 3. Any action taken by a member organization of **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** which affects the opportunity of a coach to participate in "protected" competition as defined in the **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** Annual Guide shall be entitled to due processes
4. If the violation of the Ethics Code occurs while a coach is a member of a **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** or event, the coach's member organization acknowledges that **NORTH BRANFORD YOUTH BASKETBALL ASSOCIATION, LLC** may institute its own proceedings regarding the violation which action shall not restrict the ability or obligation of the member organization to take its own separate and independent action
4. 5. In the event that a coach is found to have violated the Ethics Code, such action is separate and apart from any other legal consequences which may occur as a result of the act.