

Pius X High School

Code of Conduct for Extra-Curricular Coaches and Sponsors

This Code of Conduct provides expectations for those who coach or sponsor an extra-curricular activity at Pius X High School. Within this code of conduct, the term “Sponsor” shall refer to any coach or sponsor of a Pius-sponsored extra-curricular activity, regardless of the level (varsity, JV, freshmen, etc), and shall apply whether a person is paid or a volunteer.

The Athletic/Activities Director will have an annual meeting in which this Code of Conduct is shared in full.

Expectations:

It is expected that all sponsors conduct themselves in a manner that reflects the mission of Pius X High School: "We are dedicated to a total education that is Christ centered by integrating Catholic values in all areas of life and providing academic preparation of the highest quality in a disciplined environment."

These expectations apply to all interactions with players, parents, school personnel and officials regardless of the setting (practices, rehearsals, games, events, road trips, school settings, etc).

- The sponsor shall model the importance of our Faith by praying before and/or after practices, rehearsals and events; and by supporting students who make a retreat in conflict with team activities.
- The sponsor shall be aware that he or she has a tremendous influence, for either good or ill, on the education of the student and, thus, shall never place the value of winning above the value of instilling the highest ideals of character.
- The sponsor shall uphold the honor and dignity of the profession. In all personal contact with students, officials, athletic directors, school administrators, the state high school athletic association, the media, and the public, the sponsor shall strive to set an example of the highest ethical and moral conduct.
- The sponsor shall promote the entire interscholastic program of the school and direct his or her program in harmony with the total school program.
- The sponsor shall communicate effectively and at least weekly with parents about each week's schedule.
- The sponsor will make himself/herself available to talk with students and/or parents as requested.
- The sponsor shall master the contest rules and shall teach them to his or her team members.
- The sponsor shall ensure a fair and clear tryout or audition process.
- The sponsor shall be properly prepared for all practices, rehearsals and events.
- The sponsor shall always give an honest evaluation of students' skills and attitudes as they pertain to the extra-curricular activity.
- The sponsor shall exert his or her influence to enhance sportsmanship by spectators, both directly and by working closely with the cheer and dance teams, booster club, and administrators.
- The sponsor shall respect and support contest officials. The sponsor shall not indulge in conduct which would incite players or spectators against the officials. Public criticism of officials or players is unethical.
- The sponsor should meet and exchange cordial greetings with the opposing sponsor to set the correct tone for the event before and after the contest.
- The sponsor shall provide appropriate supervision of all students before and after practices, rehearsals and games.
- The sponsor shall adhere to all NSAA and/or school regulations that govern his or her activity.
- The sponsor shall make regular tangible efforts to grow in their understanding and knowledge of their activity and how to be an effective sponsor.

Misconduct:

The following list of behaviors, while not exhaustive, serve to provide specific examples of sponsor behaviors that are subject to disciplinary action.

1. Any action that violates the Diocesan Youth Interaction Protocols or the school's grooming policy.
2. Use of obscene or vulgar language/gestures, including cussing.
3. Making demeaning, derogatory, or threatening comments to a student.
4. Taunting or harassment of any student by means of baiting, ridiculing, threat of physical violence or actual physical violence. This rule applies whether the taunts/harassment/threats are issued directly in person or indirectly via electronic communication (i.e. email, text message, social media, etc...).
5. Direct or implied pressure to participate in any "out of season" activities as a condition of making the team or participating in team events.
6. Willful disregard for the safety of students.
7. Hazing, team initiations, or any other form of physical or mental abuse of any student.
8. Texting students directly in violation of the school's Acceptable use Policy.
9. The use of tobacco products or inappropriate use of alcohol in the presence of students.
10. Exacting retribution on a student for reporting, or having a report made about, the violation of any part of this Code.

Response to Alleged Violation

Christian charity suggests that if a student or parent perceives that a sponsor has violated this Code of Conduct, the best first step is to visit with the sponsor and seek resolution (Matthew 18:15). If this is not possible or appropriate, the concern should be directed to the Athletic/Activities Director (AD). If a concern is brought to the AD, he/she will take the following steps:

1. Complete (or ask student/parent to complete) a Sponsor Concern form. The student and/or parent will retain the right to keep their identity confidential from the sponsor.
2. Contact the complainant within 10 days of receiving the Sponsor Concern form determine if an investigation is warranted.
3. If an investigation is warranted, the sponsor will be informed of the concern and have an opportunity to respond to the allegation.
4. If the evidence suggests that a violation is likely to have occurred, the AD shall select a disciplinary response from the options below. The response shall reflect the intensity, frequency or duration of the violation.
5. The Chief Administrative Officer reserves the right to make a final determination of the disciplinary response.
6. The AD shall inform the initial complainant that an investigation was completed, but will not share the disciplinary response.
7. All documentation of the concern and investigation shall be kept until the sponsor no longer holds the position.

Potential Disciplinary Actions

- Verbal reprimand ● Written reprimand ● Suspension
- Letter of probation ● Termination from coaching position