

## **EXHIBIT C: Coaches Code of Conduct**

All coaches, football and cheerleading, will abide by a Code of Conduct which includes the following provisions. If any of these rules are broken, the Somerset Hills Mountaineer organization shall have the authority to impose a penalty, up to and including terminating the individual's position as a Coach for SHM. Coaches shall:

1. Coaches' conduct on and off the field is expected to adhere to the philosophy of SHM.
2. Coaches' behavior will meet the expectations outlined and communicated by the SHM board.
3. All Head Coaches will be overseen by The Coaches Committee of the SHM board. All complaints, hearings, and resolutions (including suspensions or dismissals) associated with the coaching staff will be communicated to, and overseen by, the Coaches Committee.
4. All coaches will sign and return the Coaches Code of Conduct before receiving final approval by The Coaches Committee. Failure to do so by the stated deadline(s) will result in forfeiture of their assigned coaching position(s).
5. All coaches will confirm via signature, that they reviewed, understand, and will abide by the Players' and Parents' Code of Conduct before they are approved by the Coaches Committee.
6. All Head Coaches will confirm with the Coaches' Committee that all Players' and Parents' Code of Conduct forms have been signed and returned by all players and parents before the first day of their respective team's practice.
7. All Head Coaches will become members of the SHM Board, and are expected to attend all meetings. If the head coach cannot attend, one assistant coach must attend each meeting.
8. Each Head Coach will be expected to chair or assist with the various roles within the SHM board.
9. Each Head Coach will be responsible for the organization and execution of volunteer assignments for all home games.
10. No coach will be approved, nor will their status as a coach be maintained, if the expectations outlined below are not clearly communicated during the annual coaching approval interviews, or if they are violated post approval, including:

## 1. Safety

- a. All coaches are encouraged to possess current certification in first aid and cardio-pulmonary resuscitation (CPR).
- b. All coaches shall be certified in Rutgers and USA Football training.
- c. All coaches will be trained in the on-field emergency evacuation procedures for practices and games.
- d. The Head Coach will have contact information for all players' parents at each SHM sponsored activity (practices, games, social events)
- e. The Head Coach will have a clear and effective communication plan to contact all parents regarding any and all issues related to the team and its players.

## 2. Offensive/Defense/Special Teams Schemes

- a. Coaches at all levels will teach and use the offensive and defensive systems of the Bernards High School football program to match the skills and comprehension of each level.
- b. All coaching candidates will be expected to present sample practice plans and coaching resumes to the coaches committee in advance of their coaching interview each year.
- c. All Coaches at all levels are expected to attend the Bernards High School Varsity Football Coaches' Clinic, which will be held each offseason.

## 3. Player Evaluations

- a. All coaches will give their best effort to provide fair, objective, and measurable evaluations of their players' abilities during the pre-season period.
- b. The evaluation methods will be designed to evaluate the ability of the players to execute the offensive and defensive systems of the Bernards High School football program, appropriate for each level of the SHM program.
- c. The evaluation dates will be run within the first two weeks of practice each August.
- d. All players will be able to try out for any position they like provided there are no weight restrictions according to the MCYFL By Laws.
- e. Players will be evaluated by a mixture of coaches from various levels to ensure objectivity.
- f. The evaluation criteria will be voted and approved by all coaches on the players' team.

- g. The coaches for each players team will make the final decisions regarding position allocation and playing time based on their players' comprehension, execution, and retention of the required football assignments.
- h. If a coach believes that a child has progressed enough to challenge his current playing time or position, he/she may propose a vote to the coaching staff to re-evaluate the player. If the majority of the coaches agree, then the player will receive another evaluation.
- i. Coaches will do their best to provide additional games via the central conference to enable all kids to play the positions they desire to play.
- j. Evaluation criteria will include:
  - 1. Physical athletic tests such as speed, agility, strength, and endurance
  - 2. Football skills/acumen - execution of designed plays, schemes, assignments, and techniques under game-like situations, and persistent retention of these requirements.
  - 3. Above all, safety (the ability for players to protect themselves and protect others) will override all play time and position assignments.

#### 4. Conflict Resolutions within the coaching staff

- a. Conflicts related to player positions, playing time, player discipline (for initial offenses or those deemed as minor and not requiring the escalation process for potential dismissal), practice drills, and implementation of game-day schemes, and play calling will be resolved with a "majority rules" philosophy.
- b. If there are an even number of coaches, the Head Coach will break the tie.
- c. If a coach believes that the conflict resolution violates the SHM by-laws, the issue(s) will be brought to the attention of the board's coaches committee immediately for additional assistance/resolution.
- d. Final decisions by the board to resolve the conflict resolution will be followed by all coaches.

#### 5. Coaches Code of Conduct – will be updated and sent to coaches before August first each year.

- 11. Give each player the opportunity to be successful in a position, be objective in setting position assignments and never show favoritism (e.g. no "Daddy ball").
- 12. Not smoke and/or use smokeless tobacco or alcohol on the field.
- 13. Make every effort not to criticize players/cheer participants in front of spectators, and will make best efforts to communicate constructively when delivering criticism.

14. Accept decisions of the game officials and judges on the field and in competitions as being fair and called to the best of the ability of the officials. If any coach gets a warning from an official or if SHM is given a fine as a result of a coach's action then that coach will be suspended for the following game. If a warning or another fine is given to this same coach (occurring more than once per season), then this coach will be suspended from coaching for one year with SHM.
15. Carry a copy of the MCYFL Rulebook (download latest from MCYFL website under "Rules") for all practices and games. If a Coach disagrees with a ruling of the official (for example length of quarters, number of timeouts, overtime rules, etc.), the Coach should pull the official aside politely and point out the article in the MCYFL rulebook to help resolve the issue. If the official disagrees still, then the Coach should go along with ruling but report to the SHM President immediately following the game. A Board member, along with Coach, will then report to MCYFL league for further remedy. If the SHM Coach does not have a rulebook during the game, then he can politely request a conference with the official but in the end must comply with the official's ruling without complaint during the game.
16. Comply with Trainer decisions always. If a Trainer, from SHM or competitor team, is on the field then the authority must be recognized by all parents and coaches. The Trainer is in charge of the player's safety on the field and any decision by the Trainer is final. No coach nor parent can change or challenge the Trainer's decision. (For example, if the trainer says a player is out of the game, then the player is out the entire game. Also, if the trainer says a player should immediately go to the hospital, then the parent must take the player to the hospital immediately.) Any disregard for a Trainer's instructions can result in the coach being suspended and/or the player being suspended/removed from the SHM program.
17. Not express criticism in an un-sportsmanship like fashion towards an opposing team, its players, cheer participants, coaches, or fans by word of mouth or by gesture.
18. Emphasize that good athletes strive to be good students.
19. Strive to make every football and cheer activity serve as a training ground for life, and a basis for good mental and physical health.
20. Emphasize that winning is the result of good teamwork and collective effort.
21. Together with team officials, be jointly responsible for the conduct and control of the team fans and spectators. Any fan who becomes a nuisance and out of control will be asked to leave.
22. Not use abusive or profane language at any time.
23. In the spirit of good sportsmanship, and in compliance with the league rules, not encourage their team to run up the score of a game well in hand. In these instances, best efforts shall be used to remove dominant players and let alternative players play.

24. Recognize that services are voluntary and that a SHM football/cheer coach will not receive any payment, in cash or in kind, for such services.
25. Not recommend or distribute any medication, controlled or over the counter, except as specifically prescribed by the participant's physician and with the express written permission of a participant's parent or guardian and limited to only such things as an epi- pen.
26. Not permit an ineligible player or cheer participant to participate in a game.
27. Not deliberately incite unsportsmanlike conduct.
28. Not engage in physical contact in enforcing a reprimand.
29. Abstain from the possession and drinking of alcoholic beverages and the possession or use of any illegal substance on both the game and practice fields.
30. Make the call as to a player's ability to play if no Trainer is available. (If Trainers are available, the Trainer is the sole decision maker.) Head Coaches are second in line to Trainers to make judgments whether to remove a player/participant from a game or practice, based on observations of a player appearing/claiming to be ill or injured. In these cases, written notes from a licensed medical professional must be provided in order for a player to re-join program practice/play.
31. Control their fans as best possible using reasonable attempts. Remember, as a team coach, you are responsible for your team, and fan reaction will usually be in step with your reaction.
32. Uphold all rules and regulations of the SHM and the Morris County Midget Football League regarding football and cheerleading, which are incorporated herein by reference.

Coach Signature: \_\_\_\_\_

Coach Name (print): \_\_\_\_\_

Date: \_\_\_\_\_