



COACH AGREEMENT

Coach Agreement and Acknowledgement

Air Attack Volleyball Club

Air Attack coaches are entrusted with the leadership, supervision, safety, and development of Club athletes. This Agreement sets out the core responsibilities that come with a coaching appointment and provides a plain-language summary of the conduct expectations most relevant to coaches. It forms part of the Club's Code of Conduct and Ethics and should be read together with the Club's other policies and operational requirements. If there is an inconsistency, the applicable Club policy will govern.

Coach name

Team / age group

Coaching role

Season

Head Coach / Assistant Coach / Other: _____

1. Volunteer Coaching Appointment

I accept a volunteer coaching appointment with Air Attack Volleyball Club for the team and season identified above. The Club provides coaches with a modest season-end honorarium in recognition of their contribution.

- I will make a reasonable commitment to fulfill my coaching responsibilities for the full season, including practices, competitions, meetings, travel, and other scheduled team activities.
- If I am unable to attend or continue in my role, I will advise the appropriate Technical Coordinator as soon as reasonably possible and work with the Club to ensure suitable, approved coverage.
- I understand that an Air Attack team is a Club program. I will work cooperatively with the Technical Coordinator, other coaches, team personnel, and Club representatives and follow reasonable Club direction.
- My appointment is for the applicable season and does not guarantee a coaching appointment in a future season.

2. Team Leadership and Responsibilities

- Provide consistent, prepared, and development-focused leadership at practices, competitions, meetings, and team activities.
- Provide reasonable supervision of athletes while they are under the care of the team and ensure that appropriate adult coverage is in place when I cannot personally supervise an activity.
- Communicate team expectations, schedules, significant changes, and information athletes and families reasonably need in a timely and respectful manner.
- Support the development of all athletes and use assistant coaches and team personnel constructively.
- Make coaching, selection, playing-time, evaluation, and discipline decisions honestly, consistently, and without discrimination or improper favoritism. Fair decision-making does not require equal playing time or identical treatment, but decisions must be based on legitimate athlete, team, development, or competition considerations.
- Follow Club, facility, league, Volleyball BC, and Volleyball Canada requirements that apply to the team and my role.

3. Coach Eligibility

I am responsible for remaining eligible to coach throughout the season. I will:

- complete and maintain all registration, screening, criminal record check, Safe Sport, NCCP, training, certification, disclosure, and other coach eligibility requirements that apply to my role;
- meet the applicable Air Attack, Volleyball BC, and Volleyball Canada deadlines for those requirements; and
- promptly advise the Club of any change in my registration, screening, sanction, or eligibility status that may affect my ability to coach.

4. Coach Code of Conduct

As an Air Attack coach, I am a Person in Authority. I recognize the trust placed in me and the power imbalance that can exist between a coach and an athlete. I will:

- put athlete safety, health, well-being, and long-term development ahead of competitive results or personal interests;

- treat athletes, parents or guardians, coaches, opponents, officials, volunteers, event personnel, and facility staff with respect;
- help create a safe and inclusive environment and not engage in bullying, hazing, discrimination, harassment, intimidation, abuse, maltreatment, or retaliation;
- use constructive, age-appropriate instruction and feedback and never use corporal punishment, degrading treatment, humiliation, threats, fear, or exercise as punishment;
- maintain clear and appropriate physical, emotional, and digital boundaries with athletes and never exploit a coaching relationship for personal, financial, sexual, or other improper benefit;
- follow applicable safeguarding, supervision, travel, accommodation, electronic communication, and Rule of Two requirements;
- respect athlete privacy and use team chats, photographs, video, social media, and personal information only in an appropriate and authorized manner;
- respect an athlete's right to seek medical advice, respond appropriately to injuries or health concerns, and never pressure an athlete to train, compete, or return to play contrary to medical advice or where doing so would create an unreasonable risk;
- not use, possess, provide, or be impaired by illicit or recreational drugs during Club activities, and not consume alcohol or use another impairing substance while responsible for athletes or in a way that affects safety, judgment, supervision, or the reputation of the Club;
- not provide alcohol, cannabis, tobacco, vaping products, or other restricted substances to a Minor;
- model good sportsmanship and respectful behaviour, including when dealing with officials, opponents, parents, and other teams;
- raise concerns and disagreements through the appropriate Club process and never retaliate against an athlete, parent, coach, volunteer, or other person for making a good-faith report or participating in a Club process.

5. Athlete Safety and Reporting

- I will respond promptly and appropriately to suspected injury, abuse, maltreatment, discrimination, harassment, bullying, hazing, boundary concerns, or other circumstances that may place an athlete or another person at risk.
- I will report significant conduct or safety concerns through the appropriate Club or external process. I understand that I am not expected to investigate allegations myself or confront a person before making a report.
- I will cooperate honestly with authorized complaint, discipline, safety, or investigative processes and comply with any applicable interim measures, decisions, or sanctions.

Questions or concerns should normally be raised with the Girls Technical Coordinator or Boys Technical Coordinator responsible for the program. A concern involving a Technical Coordinator, or a situation where that route is not appropriate, may be raised with the President. Immediate danger should be reported to 911, and child protection or other external reporting obligations continue to apply.

6. Conflicts of Interest and Fair Decision-Making

- I will disclose any actual, potential, or perceived conflict of interest that could affect, or reasonably appear to affect, my coaching responsibilities or a Club decision.
- I will follow any direction from the Club to manage a conflict, including stepping back from a discussion, evaluation, selection, or other decision where required.
- I understand that coaching my own child, relative, or another athlete with whom I have a close relationship is not automatically prohibited. I will nevertheless take reasonable steps to avoid improper favouritism and will follow any safeguards established by the Club.

7. Equipment and Club Property

I am responsible for the reasonable care and return of equipment and other Club property issued to me or my team. I will:

- keep Club equipment reasonably secure, organized, and used for its intended Club purpose;
- report significant loss, damage, or missing items to the Club when they become known;
- return all Club equipment, keys, uniforms or other property for which I am responsible at the end of the season, or earlier if requested by the Club, in accordance with the equipment inventory or return process.

8. Confidentiality and Information

- I will protect athlete, family, coach, and Club personal or confidential information that I receive through my role and use it only for legitimate team or Club purposes.
- I will not improperly share medical information, contact information, selection discussions, disciplinary information, internal Club matters, or other information that a reasonable person would understand to be private or confidential.

- I will follow Club directions concerning the storage, return, deletion, or transfer of team records and information at the end of the season or when my role ends.

9. Club Policies and Operational Requirements

I understand that this Agreement is a summary of key coaching responsibilities and does not replace the Club's governing documents. I agree to follow the current versions of the Club's applicable policies, including the Code of Conduct and Ethics, Conflict of Interest Policy, Discipline and Complaints Policy, Appeal Policy, screening and Safe Sport requirements, and any Coach Handbook or operational directions issued by the Club. A failure to meet coach eligibility requirements, follow Club policies, protect athlete safety, carry out the responsibilities of the role, or comply with reasonable Club direction may result in restrictions, suspension, or the end of the coaching appointment in accordance with applicable Club policies and processes.

10. Acknowledgement

By signing or electronically accepting this Agreement, I confirm that I have read and understand the responsibilities and expectations set out above. I understand that the full Air Attack Code of Conduct and Ethics applies to me and that this Coach Agreement forms a role-specific acknowledgement of that Code. I agree to maintain my coaching eligibility, act in the best interests of the athletes and the Club, protect Club property and confidential information, follow applicable Club policies and operational requirements, and represent Air Attack Volleyball Club responsibly throughout my coaching appointment.

Coach name

Team / role

Coach signature

Date