



**YMCA of  
Central New Mexico**

# **Youth Sports General Guidelines**

Updated: October 17, 2023

## TABLE OF CONTENTS

<b>MISSION STATEMENT</b>	<b>3</b>
<b>GOALS &amp; OBJECTIVES</b>	<b>3</b>
<b>PHILOSOPHY OF YOUTH SPORTS</b>	<b>4</b>
<b>CHARACTER DEVELOPMENT</b>	<b>4</b>
<b>FAIR PLAY CONCEPTS</b>	<b>5</b>
<b>CREATING A PROTECTIVE SHIELD</b>	<b>6</b>
<b>ORGANIZATIONAL CHART</b>	<b>7</b>
<b>LEAGUE STRUCTURE</b>	<b>8</b>
<b>GENERAL POLICIES</b>	<b>9</b>
a. Participation	9
b. Insurance	9
c. Payments and Refunds	9
d. Medical Emergencies	9
e. Safety	9
f. Weather	9
g. Game Cancellations and Rescheduling	9
h. Protests	9
i. Grievances	10
j. Alcoholic Beverages	10
k. Practice and Game Schedules	10
l. Uniforms	10
m. Trophies	10
n. Fundraising	10
o. Team Selection Procedures	10
p. Locations	11
q. Job Descriptions	11
r. Selection of Volunteer Coaches	11/12
<b>COACHES SECTION</b>	<b>13</b>
a. Coaches' Code of Ethics Pledge	14
b. Code of Conduct	15-17
c. Enforcement of the Code of Conduct	18
d. Complaint Against a Coach Procedures	19
<b>PARTICIPANTS SECTION</b>	<b>20</b>
a. Responsibilities and Expectations	21
b. Players Code of Ethics	22
c. Corrective Action Policy	22/23
<b>PARENTS SECTION</b>	<b>24</b>
a. Responsibilities and Expectations	25
b. Parents Code of Ethics	26
c. Youth Sports Parent	27
d. Important Don'ts For Parents	27
e. Guidelines for Supportive Parents	28
f. Corrective Action Policy	29
<b>APPENDIX A</b>	<b>30</b>
a. Volunteer Application	31-33
<b>APPENDIX B – Position Descriptions</b>	<b>34</b>
a. Head Coach	35
b. Assistant Coach	36
c. Team Parent	37
d. Team Parent Guidelines	38/39
<b>APPENDIX C</b>	<b>40</b>
a. Coaches Contract	41
b. Parents Code of Ethics	42

## **MISSION STATEMENT**

The YMCA of Central New Mexico is to put Christian principles into practice through programs that build a healthy spirit, mind, and body for all.

## **YMCA YOUTH SPORTS**

Fundamental to the YMCA is an effort to provide programs for personal growth, development, and fun for youth through a small group environment and committed adult leadership. YMCA Youth Sports is one way to do this.

We are committed to creating an environment where kids can grow, develop, mature, and have fun. Kids want to feel good about themselves and they want other people to feel good about them as well.

Our program emphasis is on having fun, learning sport skills, and how to enjoy the sport as well life-long character values.

## **YOUTH SPORTS GOALS**

The goals of the YMCA Youth Sports are to:

- Build self-esteem
- Teach social skills – values, communication, human relations
- Teach physical skills – fitness and health
- Develop responsibility and decision-making skills
- Enhance leadership skills in youth and adults
- Build relationships among peers and between parent and child
- Support and strengthen family life
- Create a fun experience for children and their families

## **YMCA PROGRAM OBJECTIVES**

To achieve these goals and operate mission-oriented program, YMCA Youth Sports programs are designed to meet the following specific objectives applicable to all YMCA programs:

- To grow personally – a means of learning personal goal setting to develop a healthy self-image and increase self-esteem.
- To clarify values – basic beliefs about what is good or how we ought to live; serve as guidelines for decision making and actions; emphasize the value of learning and growing on being a “winner in life”.
- To improve personal and family relationships – encourage family participation and provide resources for at-home activities.
- To appreciate diversity – variety of people in a team-oriented environment.
- To become better leaders and supporters – leadership opportunities emphasizing teamwork.
- To develop specific skills – sports participation enhances coordination, decision-making, communication, cooperation, goal setting, and leadership.
- To have fun – develops a healthy attitude towards physical activity and competition.

## **YOUTH SPORTS PHILOSOPHY**

The goals and objectives of YMCA Youth Sports are based on certain beliefs about youth sports, a philosophy summarized in these eight concepts:

1. Participation - everyone plays!
2. Fun - we play sports to have fun!
3. Fitness - regular cardiovascular exercise is important for a lifetime!
4. Skills - emphasize the fundamentals!
5. Teamwork - focus on cooperation, not competition!
6. Fair play - involves respect!
7. Family involvement - youth sports is a family program!
8. Volunteers - are the key!

## **CHARACTER DEVELOPMENT**

The YMCA is committed to character development and believes that everything you say and do should be consistent with the six core ethical values comprising good character - trustworthiness, respect, responsibility, fairness, caring, and citizenship.

- **Honesty**  
To tell the truth, to act in such a way that you are worthy of trust, to have integrity, to make sure your choices match up with your values.
- **Respect**  
Treat yourself and others with the respect and courtesy. Be polite, positive, and encouraging. Help people get better, be constructive.
- **Responsibility**  
Take responsibility for the consequences of your choices. Set a good example in everything you do. Do your best. Keep trying. Remember, your character is shown by how you play the game, not by whether you win or lose.
- **Caring**  
Be kind and caring, treat others the way you would want to be treated. Consider other's feelings.
- **Faith**  
To develop your relationship with God, to be a seeker of truth, to trust God with your life, to be sure of what you hope for and certain of what you do not see.

## **FAIR PLAY CONCEPTS**

Playing sports can be an exciting and enjoyable struggle, both with you and others. But the feelings of being excited and having fun are closely tied to your attitudes-what you think and feel about the game, the other team, and yourself. Top athletes have a set of attitudes that we call 'fair play.' But what exactly is fair play? Here are some of the key points:

### **Respect for the Other Team**

You need the other team. Without the other team you can't play. So you need to show respect for the other players by treating them as needed partners, not as enemies. When you play against a good, strong team that you respect, you usually play a better game.

### **Respect for Yourself**

We know that how people look at things influences what they do. So, if you think of yourself as a good player, as an important part of the team, you are more likely to play like one-to set goals for yourself, practice on your own, and perform well in games. Fair play means that you believe in yourself and see yourself as important in some things, if not in everything.

### **Cooperation with Officials**

The rules of the game help you play the game better. Fair play means that you go along with the rules and cooperate with the referees, who are there for one main purpose-to make sure the game is played better. If you are honest with yourself and with the referees, you'll usually get more out of the game.

### **Getting Involved**

A good player wants to get into the game but also wants others to play. Fair play means you defend the right to play both for yourself and for others.

### **Building the Team**

To be a good team member, you need to get to know all of your teammates and the coach and to let them get to know you. We are all different in ability and in skills. Fair play is listening to each other, learning from each other, sharing ideas and feelings, and helping each other increase strengths and reach goals.

### **Sticking Up for What You Believe**

If you believe in fair play and stick up for it, you will be respected. It means taking a stand in favor of the things listed above. It means letting others know that you value your teammates, the other team, yourself, and the rules of the game. We all like to win but it shouldn't be at the cost of giving up what we believe in.

## **CREATING A PROTECTIVE SHIELD**

This youth sports program exists to help children in the development of positive life skills and self-concepts. Our goal is to provide safe, enjoyable recreation opportunities for participants.

We are against any forms of abuse or maltreatment of children in youth sports. We each have a responsibility to do what we can to prevent all forms of child abuse.

We intend to take reasonable and intentional action to protect participants from any form of abuse or maltreatment and to deal with any transgressions in a timely and appropriate manner.

YMCA of Central New Mexico uses all reasonable efforts to screen employees and/or volunteers to avoid instances where young athletes may be endangered, neglected, or abused.

Although no organization can make every participant 100% safe from all forms of abuse, through screening, training, supervision, and steps to create a healthy environment for children to thrive in youth sports, we are taking critical steps toward protecting all our participants.

It is our mission to teach the basic skills which young people need to play sports in a safe and nurturing environment, where all children get a chance to play regardless of skill level.

Every child in our leagues has the right to have fun while participating in our program.

We will not tolerate any abusive behaviors that may jeopardize a child's well-being.

**ORGANIZATIONAL STRUCTURE**  
**YMCA of Central New Mexico**  
*(As it pertains to Youth Sports)*



## YOUTH SPORTS Season Structure

SEASON		Basketball	Volleyball	Futsal/Soccer	Itty Bitty Sports
FALL	Age	6 - 13 year olds	9 - 13 year olds	5 - 13 year olds	4 & 5 year olds
	Division	RA Div.; 6 & 7 gr. olds			
		RB Div.; 8 & 9 gr. olds	VB Div.; 8 - 10 gr. olds	FA Div.; 5 - 7 gr. olds	K Division - Basketball
		B Div.; 8 & 9 gr. olds	VC Div.; 11 - 13 gr. olds	FB Div.; 8 - 10 gr. olds	
		C Div. 10 & 11 gr. olds	VD Div.; 14 - 17 gr. olds	FC Div.; 11 - 13 gr. olds	
		D Div.; 12 & 13 gr. olds			
Registration	1st Monday in July	1st Monday in July	1st Monday in July	1st Monday in July	
Level	Recreational/Advanced	Combined	Recreational	Recreational	
Winter	Age	6 - 13 year olds	9 - 13 year olds	None	4 & 5 year olds
	Division	RA Div.; 6 & 7 gr. olds			
		RB Div.; 8 & 9 gr. olds	VB Div.; 8 - 10 gr. olds		K Division - Basketball
		B Div.; 8 & 9 gr. olds	VC Div.; 11 - 13 gr. olds		
		C Div. 10 & 11 gr. olds	VD Div.; 14 - 17 gr. olds		
		D Div.; 12 & 13 gr. olds			
Registration	Last Monday in October	Last Monday in October		Last Monday in October	
Level	Recreational/Advanced	Combined		Recreational	
SPRING	Age	6 - 13 year olds	9 - 13 year olds	5 - 13 year olds	4 & 5 year olds
	Division	RA Div.; 6 & 7 gr. olds			
		RB Div.; 8 & 9 gr. olds	VB Div.; 8 - 10 gr. olds	FA Div.; 5 - 7 gr. olds	K Division - Basketball
		B Div.; 8 & 9 gr. olds	VC Div.; 11 - 13 gr. olds	FB Div.; 8 - 10 gr. olds	
		C Div. 10 & 11 gr. olds	VD Div.; 14 - 17 gr. olds	FC Div.; 11 - 13 gr. olds	
		D Div.; 12 & 13 gr. olds			
Registration	1st Monday in February	1st Monday in February	1st Monday in February	1st Monday in February	
Level	Recreational/Advanced	Combined	Recreational	Recreational	
SUMMER	Age	6 - 13 year olds	9 - 13 year olds	5 - 13 year olds	None
	Division	1 Week Camps	1 Week Camps	FA Div.; 5 - 7 gr. olds	
				FB Div.; 8 - 10 gr. olds	
				FC Div.; 11 - 13 gr. olds	
	Registration	1st Monday in March	1st Monday in March	1st Monday in March	
Level	Developmental	Developmental	Recreational		



## **GENERAL POLICIES**

### **Participation**

YMCA of Central New Mexico Youth Sports programs are participatory in nature and do not require participants to try-out to participate. Each child should receive playing time as described in individual sports rules.

### **Insurance**

While YMCA of Central New Mexico maintains a general liability insurance policy, it is recommended that all participants be covered under a personal medical/accident insurance policy.

### **Payments and Refund/Credits**

Payments are due for all programs at time of registration. Please see the YMCA's Payment and Program Refund/Credit Policy on our website ([ymcacnm.org](http://ymcacnm.org)).

### **Medical Emergencies**

For any injury or accident that requires something other than a cleaning and covering with a bandage, coaches and parents are required to seek professional medical assistance through a 911 call. If medical transportation is required, the charges incurred will be billed to the parents and/or the parent's insurance policy.

Please notify the league if your child has a pre-existing medical condition (i.e. allergies, medications, physical impairments, etc.) on the registration form; the league will then inform the coach of the situation. This is essential to determine the severity of an accident and to assist the medical personnel who respond to the scene.

### **Safety**

A safe playing environment is essential to provide a high-quality recreational sports program. Coaches must inspect the playing area prior to the beginning of any game or practice to look for dangerous materials or hazards. Coaches should report all findings or accidents to the Site Supervisor or Sports Director, regardless of the nature of the incident; use the accident/Incident report form, which is provided to you.

### **Weather**

The safety of participants, officials, and spectators is the primary concern in cases of inclement weather. Once a game has started, the game officials will have the responsibility to remove the players from the field if the conditions become extreme. If ordered to do so, please find a safe shelter in an automobile or in a building until instructed to return to the playing field or told that the game/practice has been canceled.

### **Game Cancellations and Rescheduling**

If a game is canceled due to weather or other unforeseeable circumstances, all efforts will be made to reschedule that game. However, due to time restraints and/or field usage conflicts, some games may not be rescheduled. It will be the decision of YMCA of Central New Mexico when and if the games are rescheduled. Special circumstances may be taken into consideration.

### **Protests**

No protests of games or contests will be permitted. Decisions of on-field officials will stand.

## **Grievances**

Any participant, parent or volunteer may file a grievance when necessary. Grievances will be heard regarding all matters pertaining to conduct in violation of the Code of Ethics as indicated within the YMCA of Central New Mexico Youth Sports Program Policies and Procedures manual.

The procedure for filing a grievance is to first provide the Sports Director with written documentation of the grievance including date of incident(s), name(s) of person(s) involved, name(s) of any witness(es), and a brief description of the incident(s). If necessary, a meeting with the Sports Director will be scheduled. If the matter is not resolved it will be forwarded to the Branch Director.

## **Alcoholic Beverages**

Alcoholic beverages are not permitted at YMCA sponsored events. No coach or other volunteer shall participate in any YMCA sponsored event, including practices and games, while under the influence of alcohol or drugs.

## **Practice and Game Schedules**

Practice and game schedules are prepared according to facility availability. Unfortunately, there may be times, with limited notice, that a regularly scheduled activity may be canceled due to a school activity.

Unfortunately, it is not possible to schedule practices and games around individual needs. As a courtesy to the volunteer coaching staff, parents should notify your coach of any anticipated absences your child may have from practices or games.

## **Uniforms**

A portion of the registration fee for a particular program may be used to supply the team with uniforms.

Upon completion of the season, uniforms may be kept by the participants. No unauthorized alterations to the uniform (i.e. cutting the sleeves off, making a "half shirt, adding print) are permitted. YMCA issued uniforms are the only uniforms permitted.

## **Trophies/Awards**

Team parents are responsible for organizing participation trophies/awards according to the team parent guidelines in YMCA of Central New Mexico Youth Sports Program Policies and Procedures manual. The YMCA will provide participation certificates for each participant. No awards should be provided based on individual abilities or accomplishments.

## **Fundraising**

No individual fundraising efforts will be permitted without first being granted approval by YMCA of Central New Mexico. The purpose and use of fundraising revenue will be clearly stated and accounted for prior to any fundraising effort taking place. All revenue will be maintained and allocated by YMCA of Central New Mexico.

## **Team Selection Procedures**

To create balanced teams and leagues, YMCA of Central New Mexico will use a random open registration or other means of player distribution to create balanced teams in our recreational leagues. In our advanced leagues we allow coaches to reserve 5 players on their team roster if they desire. Those reserved players will have two weeks from the start of registration to register

and pay their program fee or they will be removed from the roster and their roster spots will be opened for other players to join the team. Only head coaches will be permitted to access information about rosters. One volunteer head coach and one volunteer assistant coach automatically have their child or children added to their roster (up to two children per coach).

## **Locations**

The YMCA of Central New Mexico primarily uses Albuquerque Public School facilities, neighborhood church facilities and public parks for practice and game locations. We are at the mercy of these organizations and it is important that we all take care to treat the facilities and staff of these organizations with respect.

## **Job Descriptions**

All YMCA of Central New Mexico Youth Sports employees and volunteers are expected to uphold the YMCA of Central New Mexico's Code of Conduct, regardless of the individual position held. The following job descriptions can be found under Appendix G of this manual:

- Head Coach
- Assistant Coach
- Team Parent
- Team Parent Guidelines

## **Selection of Volunteer Coaches**

Application Procedure: In order to ensure the safety of all participants in the YMCA of Central New Mexico Youth Sports Program, all individuals wishing to volunteer as a head coach or any other position for a youth sports team within the YMCA program must follow this procedure:

1. Submit to YMCA, a completed Volunteer Application
2. Provide written consent for YMCA to conduct a criminal background check
3. Meet with the Sports Director
4. Complete annual safety training

Background Checks: All new Youth Sports Volunteers will be required to undergo a criminal background investigation. This process is to further ensure the safety and well-being of all participants. All coaches will be subject to a criminal background investigation every 3 years thereafter. The cost of the background check will be paid by YMCA of Central New Mexico.

A person will be disqualified and prohibited from serving as a volunteer with YMCA of Central New Mexico if the person:

1. Fails to consent to a personal criminal background search; or,
2. Has been convicted (including crimes whereby a plea of "no contest" was entered) of a crime of child abuse, sexual assault, child neglect, murder, voluntary manslaughter, felony assault, arson, robbery, burglary, indecent exposure, public lewdness, terrorist threats, any offense against a minor, kidnapping, or felony violations of the Controlled Substance Act; or,
3. Has been twice convicted, in any combination, of the following offenses: Misdemeanor Assault, or any violation of the Controlled Substance Act; or,
4. Has been twice convicted, in any combination during the past seven years, of the following offenses: Driving While Intoxicated (DWI) or Driving Under Influence (DUI); or,
5. Has been judged liable for civil penalties or damages involving sexual or physical abuse of children; or,

6. Has been subject to any court order involving any sexual abuse or physical abuse of a minor, including but not limited to domestic order for protection.  
The YMCA of Central New Mexico shall have the final decision on all personnel matters.

# **Coaches Section**

## **COACHES CODE OF ETHICS PLEDGE**

- I will place the emotional and physical well-being of all players ahead of a personal desire to win.
- I will treat each player as an individual remembering the large range of emotional and physical development for the same age group.
- I will do my best to provide a safe playing situation for all players.
- I promise to review and practice the basic first aid principles needed to treat injuries of my players.
- I will do my best to organize practices that are fun and challenging for all players.
- I will lead by example in demonstrating fair play and sportsmanship to all my players.
- I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all youth sports events.
- I will be knowledgeable in the rules of each sport that I coach, and I will teach these rules to my players.
- I will use those coaching techniques appropriate for each of the skills that I teach.
- I will remember that I am a youth sports coach, and that the game is for children and not adults.
- I will be responsible for all aspects of my team including the team parents behavior.
- I hereby pledge to live up to my responsibilities as a YMCA coach by following the Coaches' Code of Ethics.

## **COACHES CODE OF CONDUCT**

**I will place the emotional and physical well-being of my players ahead of a personal desire to win.**

### **Expected Behavior:**

- Using appropriate language in appropriate tones when interacting with players, league officials, game officials, parents, and spectators.
- Including all players in team activities without regard to race, religion, color, sex, sexual orientation, body type, national origin, ancestry, disability, ability, or any other legally protected classification.
- Treating all players, league officials, game officials, parents and spectators with dignity and respect.
- Playing all players according to equal participation rules established by the league.
- Encouraging youth to participate in other sports/activities to promote all aspects of development.
- Allowing for reasonable absences from practice.

**I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.**

### **Expected Behavior:**

- Recognizing the differences of each child and treating each player as an individual while demonstrating concern for their individual needs and well being.
- Encouraging all players, regardless of skill level, to be included as a member of the team and to remain involved in sports.
- Recognizing that some physical tasks, drills, and demands are not appropriate for all youth.
- Recognizing that youth may vary greatly in physical, social, and emotional maturation and considering these factors when setting up competitions and when interacting with youth.

**I will do my best to provide a safe playing situation for my players.**

### **Expected Behavior:**

- Maintaining a high level of awareness of potentially unsafe conditions.
- Protecting players from sexual molestation, assault and physical or emotional abuse.
- Correcting or avoiding unsafe practice or playing conditions.
- Using appropriate safety equipment necessary to protect all players.
- Seeing that the players are provided with adequate adult supervision while under the coach's care.

**I promise to review and practice the basic first aid principles needed to treat injuries of my players.**

### **Expected Behavior:**

- Keeping basic first aid supplies available in all practice and game situations.
- Recognizing and administering proper first aid to an injured player.
- Demonstrating concern for an injured player, notifying parents, and cooperating with medical authorities.
- Protecting the players' well-being by removing them from activity when injured and not returning them to activity if they are compromised by injury.

**I will do my best to organize practices that are fun and challenging for all my players.**

**Expected Behavior:**

- Establishing practice plans that are interesting, varied, productive and aimed at improving all players' skills and individual abilities.
- Devoting appropriate time to the individual improvement of each player.
- Conducting practices of reasonable length and intensity appropriate for the age and conditioning of the players.

**I will lead by example in demonstrating fair play and sportsmanship to all my players.**

**Expected Behavior:**

- Adopting the position, teaching, and demonstrating that it is our basic moral code to treat others as we would like to be treated.
- Abiding by and supporting the rules of the game as well as the spirit of the rules.
- Providing an environment conducive to fair and equitable competition.
- Using the influential position of youth coach as an opportunity to promote, teach and expect sportsmanship and fair play.

**I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all YMCA of Central New Mexico youth sports events.**

**Expected Behavior:**

- Being alcohol and drug free at all team activities or in the presence of players.
- Refraining from the use of any type of tobacco products at all team activities or in the presence of your players.
- Refraining from providing any type of alcohol, drug, or tobacco products to any of your players.
- Encouraging parents to refrain from the public use of tobacco products or alcohol at team activities.

**I will be knowledgeable in the rules of each sport that I coach, and I will teach these rules to my players.**

**Expected Behavior:**

- Becoming knowledgeable, understanding, and supportive of all applicable game rules, league rules, regulations, and policies.
- Teaching and requiring compliance of these rules among players.

**I will use those coaching techniques appropriate for each of the skills that I teach.**

**Expected behavior:**

- Teaching techniques that reduce the risk of injury to both the coach's own players and their opponents.
- Discouraging illegal contact or intentional dangerous play and administering swift and equitable discipline to players involved in such activity.



**I will remember that I am a youth sports coach, and that the game is for children and not adults.**

**Expected Behavior:**

- Maintaining a positive, helpful, and supportive attitude.
- Exercising your authority/influence to control the behavior of the fans and spectators.
- Exhibiting gracious acceptance of defeat or victory.
- Accepting and adhering to all league rules and policies related to the participation of adults and youth.
- Fulfilling the expected role of a youth coach to adopt a “children first” philosophy.
- Allowing and encouraging the players to listen, learn and play hard within the rules.
- Placing the emphasis on fun and participation.

## **ENFORCEMENT OF THE CODE OF CONDUCT**

The YMCA of Central New Mexico is dedicated to raising the standard of service to youth in sports through the enforcement of this Code of Conduct among its membership.

This Code of Conduct defines the expectations for adults serving as coaches in youth sports and provides the tools to be used by YMCA, when necessary, to check behavior and to respond with resolve to protect all children from the psychological, emotional, physical, or social abuses that can be perpetrated against them by youth sport coaches.

YMCA of Central New Mexico firmly believe that for the sports experience to be positive, safe and a learning experience for youth, volunteer coaches must be trained and held accountable for their behavior when working with and around children. Every YMCA coach is required to sign and adhere to a Coaches' Code of Ethics Pledge. The Code of Conduct has been developed to help explain how each of the canons of the Code of Ethics should be manifested in the actions and behaviors of a YMCA coach. It is the duty of YMCA to respond to complaints lodged against a YMCA coach that has allegedly violated the Code of Ethics.

This is accomplished by initiating the "Complaint Against a Coach Procedure" which is detailed on the following page. The purpose of this procedure is to hear the complaints and to determine what, if any, action should be taken towards correcting the coach's behavior. In order to provide YMCA the flexibility to take appropriate action when a coach is found to have violated the Coaches' Code of Ethics, a range of possible review committee actions has been developed to accompany the Code of Conduct.

### **Possible actions include:**

1. Warning to and/or Apology from the coach
2. Probation
3. One Game Suspension
4. Multiple Game Suspensions
5. Season Suspension
6. Permanent Revocation of Certification

The specific response of the review committee may include terms and conditions supplementing one or more of the listed sanctions. When reviewing a complaint and deciding what action is the most appropriate in each situation, the committee must take into consideration various extenuating circumstances.

### **Factors that might suggest a more lenient sanction include:**

- First Offense
- Remorse
- Apparent Desire to Reform
- Other Good Coaching Attributes

### **Factors that might suggest a harsher sanction include:**

- Child Endangerment
- Violation of Law
- Prior Complaints/Review Action
- Lack of Remorse
- Number of Ethics Canons Violated
- Number of Expected Behaviors Violated
- Breach of Duties as a Role Model

- Extraordinarily Poor Judgment Around Children

### **COMPLAINT AGAINST A COACH PROCEDURES**

When YMCA of Central New Mexico receives a complaint about a coach, YMCA will:

1. Gather information and eyewitness accounts of the event(s) that took place from everyone involved to determine if a violation of the letter or intent of the Coaches' Code of Ethics Pledge has occurred. This may include the site supervisor, game officials, and other coaches, parents, and children.
2. Require the member coach to attend a meeting to address the complaint and to offer his/her side of the incident.
3. The Sports Director has the authority to determine the severity of the situation and whether the affected coach has violated the expected behaviors outlined under each of the canons of the Code of Ethics Pledge that comprise the Code of Conduct.
4. The Sports Director, after approval from the Branch Director of YMCA, has the authority to enforce the appropriate range of disciplinary actions outlined in the Coaches' Code of Conduct. The Sports Director will record the nature of the complaint, the findings of the investigation, and the sanction applied to the coach in the coaches' file.

# **Participants Section**

## **RESPONSIBILITIES AND EXPECTATIONS**

Participation in youth sports programs can have a lasting and meaningful effect on children's lives. Therefore, it is the goal of YMCA of Central New Mexico to provide the highest quality of athletic programs to ensure that a child's experience with sports is a positive one. It takes the cooperation of everyone involved, including the participant, to make this happen. Therefore, YMCA of Central New Mexico has established the following responsibilities for participants to adhere to:

### **Players should make every effort to do the following:**

- Listen to their coaches and be respectful of their elders.
- Take care of the facilities, equipment, and uniforms, which they are given.
- Eat the right foods and drink plenty of water before and after practices and games.
- Avoid all types of taunting and belittling remarks to their teammates or opponents.
- Always show good sportsmanship, win or lose.
- Not make sports a priority over schoolwork or family.
- Refrain from horseplay and all other dangerous activities, in which they may become hurt.
- Participate for the love of the game and competition and not to win at all costs.

## **PLAYERS CODE OF ETHICS**

I hereby pledge to be positive about my youth sports experience and accept responsibility for my participation by following this Players' Code of Ethics Pledge:

- I will encourage good sportsmanship from fellow players, coaches, officials and parents at every game and practice by demonstrating good sportsmanship.
- I will attend every practice and game that I can and will notify my coach if I cannot.
- I will expect to receive a fair and equal amount of playing time.
- I will do my very best to listen and learn from my coaches.
- I will treat my coaches, other players, officials, and fans with respect regardless of race, sex, creed, or abilities and I will expect to be treated accordingly.
- I deserve to have fun during my sports experience and will alert parents or coaches if it stops being fun!
- I deserve to play in an environment that is free of drugs, tobacco, and alcohol and expect adults to refrain from their use at all youth sports events.
- I will encourage my parents to be involved with my team in some capacity because it's important to me.
- I will do my very best in school.
- I will remember that sport's is an opportunity to learn and have fun.

## **CORRECTIVE ACTION POLICY**

Players who do not adhere to the Code of Conduct or do not live up to their responsibilities or expectations will be subject to disciplinary action. YMCA of Central New Mexico does not want anyone to spoil the experience of youth sports for the other children in the programs. Therefore, YMCA has instituted a Corrective Action Policy to establish appropriate consequences for inappropriate behavior.

The Corrective Action Policy is a guide to assist coaches and the YMCA in running a quality program. The Corrective Action Policy is a 4-step system designed to forgive a mistake but to firmly address chronic misbehavior.

**For violations of the Code of Conduct or Expectations, the following steps will be followed:**

### **Step 1 – Verbal Warning**

Coach will discuss undesirable conduct with player and parents and stress that this behavior will not be tolerated.

### **Step 2 – Period Suspension**

Coach will bench the offending player for 1 period of playing time during a game when he/she should be playing. Coach will inform the Sports Director of the problem and why the child is sitting out 1 game period.

### **Step 3 – Game Suspension**

Coach will bench the offending player for 1 entire game when he/she should be playing. Coach will inform the Sports Director of the 3rd offense, at which time the player and the parent(s) must attend a meeting with the Coach and Sports Director before the player is allowed to resume playing. The player will be warned that the next offense will result in his/her expulsion from the league.

#### **Step 4 – League Expulsion**

The participant on the 4th offense will be expelled from the league and no refund will be given. The parent will then have to make a formal request to be reinstated into this league. The child and parent(s) will then have to meet with the Sports Director and the Branch Director of the YMCA prior to the start of the season to determine if the child can play within the guidelines of this program.

These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher sanctions against the participant.

# **Parents Section**



## **RESPONSIBILITIES AND EXPECTATIONS**

For a program to be truly successful, it takes the cooperation of everyone involved: players, coaches, officials, league administrators, and especially parents. Parents have the following responsibilities and expectations when participating in YMCA of Central New Mexico Youth Sports Programs:

**Parents have a responsibility to their children:** To make sure that your child gets the most out of his or her playing experience, parents should show their unwavering support, including positive reinforcement of your child's performance and effort. This is essential, especially at an early age, to ensure their healthy development. Parents should also be positive role models, including, but not limited to, always showing proper sportsmanship and refraining from negativity of any kind.

**Parents have a responsibility to the coaches:** Coaches volunteer their personal time to spend with your child. They need you to be supportive of their decisions and not undermine their efforts. If you don't agree with a coach, you are expected to tell that coach, but make certain it is done at the right time and place and not in front of the children. Parents are also expected to drop off and pick up their children on time for games and practice, and it is highly encouraged for parents to stay and participate to maintain control of the group and to assist the coach as needed.

**Parents have a responsibility to the league:** The Sports Director cannot be at all games and practices of all teams. Therefore, to maintain the protective shell around these programs, it is essential for parents to report abusive behavior or any other situation that needs to be addressed to the Sports Director. This is the only way that these programs can achieve their intended goals.

**Parents have a responsibility to other parents:** Personal gain and satisfaction should not be derived from your child's performance. Competition and taunting between parents are never acceptable, and no parent should ever feel embarrassed or disappointed by their team or child's performance. Good plays should always be cheered, and disappointments should always be consoled, no matter whose team it affects.

**Parents have a responsibility to themselves:** It is your responsibility to enjoy watching your child and other children participate and learn. The joy and pride associated with watching children participate in sports should be experienced to the fullest, because a lifetime of memories is being created before your very eyes.

## **PARENTS CODE OF ETHICS**

I hereby pledge to provide positive support, care, and encouragement for my child participating in youth sports by following this Parents' Code of Ethics Pledge:

- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or other youth sports event.
- I will place the emotional and physical well-being of my child ahead of a personal desire to win.
- I will support the implementation of the YMCA's five-character development values, honesty, caring, respect, responsibility, and faith.
- I will support coaches and officials working with my child, to encourage a positive and enjoyable experience for all.
- I will demand a sports environment for my child that is free from drugs, tobacco, and alcohol, and will refrain from their use at all YMCA youth sports events.
- I will remember that the game is for youth – not for adults.
- I will do my very best to make the youth sports experience fun for my child.
- I will help my child enjoy the youth sports experience by doing whatever I can, such as being a respectful fan, assisting with coaching, or providing transportation.
- I will teach my child to treat other players, coaches, fans, officials with respect regardless of race, sex, creed, or ability.

## **YOUTH SPORTS PARENTS**

Being a parent is a tough job. And when a member of the family decides to join a youth sports team, it gets even tougher.

You've done a lot already to bring up your child. You've created the environment in which your child has grown. You've shared your values with your child by the structure you've given his/her life and by the model you have been for him/her. You've exposed him/her to the world as he/she knows it.

Since your child joined a youth sports team, you have gotten involved in a whole new set of things. You have had to adjust the family routine; a lot of your time has gone into transporting your child to practice at inconvenient times and to weekend games. You have sacrificed some of your own interests, and others in your family have had to adjust. And it hasn't been free either.

But you have gotten some returns too. There is the pride you feel as your son or daughter plays. There is some kind of expression of thanks your child has "said" to you. You have met other parents and made new friends.

Being a youth sports parent isn't easy, but the rewards sure are grand.

## **IMPORTANT DONTs FOR PARENTS**

1. Don't put yourself in the place of your son or daughter on the field. Your child is in the game, not you. Glory or grief, it is his game.
2. Don't talk about the "big game" all day. Chances are the "big game" isn't as important to your child as it is to you. Your child will most likely keep the game in its proper perspective if only you would.
3. Don't criticize your child or other children on your child's team or other teams.
4. Don't yell instructions at your child; that is the job of the coach. Besides, your child will be able to hear your voice over the crowd, which will make him/her more nervous. Please shout only encouragement.
5. Don't start analyzing your child's performance right after the game. All your child wants is peace, quiet, and something to eat.
6. Never criticize the coach, even if it is apparent that he doesn't understand the game. Before you complain, decide whether you are ready to give up your valuable free time to step into the shoes of the coach. If not, don't complain.
7. Don't abuse or criticize the officials. This type of behavior does not promote the respect for authority you expect from your children.
8. Don't decide that your child has a future with a professional team, but don't write him off either. Kids mature athletically at different paces.
9. Don't forget to praise your child for simply performing. Don't over praise or dwell on a mistake with scorn or anger. After all, these are children.
10. Don't forget to praise all the players after the game, especially if they lose.
11. Don't take sports so seriously. Even the "big game" can't solve the world's problems. Just let the kids have fun!

## **GUIDELINES FOR SUPPORTIVE PARENTS**

Few youth programs are successful without the support of parents. Below are a few guidelines for concerned parents as they strive to support their young athletes:

- Supportive parents focus on mastering sport skills and strategies rather than on competitive ranking.
- Supportive parents decrease the pressure to win.
- Supportive parents believe that the sport's primary value is the opportunity for self-development.
- Supportive parents understand the risks that competition places on a child.
- Supportive parents communicate their true concerns directly with the coach.
- Supportive parents understand and respect the differences between parental roles and coaching roles.
- Supportive parents control negative emotions and think positively.
- Supportive parents avoid the use of fear or punishment to get kids to perform better.
- Supportive parents avoid criticizing children, coaches, and officials.
- Supportive parents recognize and understand expressions of insecurity and provide support when necessary.
- Supportive parents avoid the use of guilt to manipulate children to perform the way they want them to.
- Supportive parents show empathy for the young athlete.

## **CORRECTIVE ACTION POLICY**

Parents who do not follow the Code of Ethics will be subject to a Corrective Action Policy. It is the philosophy of YMCA of Central New Mexico that parents should not spoil the experience of participation in youth sports for the children. Furthermore, YMCA will never punish a child for the actions of his or her parent(s). Therefore, the following guidelines have been established for addressing problem parents.

**For violations of the Code of Ethics or Responsibilities and Expectations, the following steps will be followed:**

### **Step 1 – Verbal Warning**

The coach will discuss undesirable conduct with parents and stress that this behavior will not be tolerated. Coach will document this conversation and forward it to the Sports Director.

### **Step 2 – Written Warning**

The coach or official will notify the Sports Director of continued breach of Code of Ethics and league will bring parent(s) in for a meeting to discuss actions and what the proper behavior is. Furthermore, there will be a formal letter of reprimand given to parent(s) stating that the next offense will lead to parent being banned from the sporting event venue for a period of 1 game.

### **Step 3 – Game Suspension**

YMCA of Central New Mexico will ban the parent from attending the next scheduled contest and another letter will be given to parent(s) stating that the next offense will lead to parent being banned from all future contests.

### **Step 4 – Season Suspension**

The parent(s) will be banned from attending all league contests after an offense. The parent(s) will then have to make a formal request to be reinstated into this league. The parent(s) will then have to meet with the Sports Director and the Branch Director of YMCA prior to the start of the season to determine if the parent(s) is capable of behaving within the spirit and letter of the guidelines of this program.

These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher sanctions against the parent(s).

# **Appendix A**

# **Volunteer Application**

**YMCA of Central New Mexico**  
**Youth Sports Volunteer Coach Application**

Dear Coach,

I would like to thank you for your interest in becoming a youth sports coach and becoming involved in your YMCA. Volunteers are the heart of our program and I appreciate the time commitment you have made to enrich the children's lives in your community. To apply to be a volunteer coach at the YMCA we will need you to complete the following:

1. Volunteer application (attached)
2. Coaches Contract (attached)
3. Interview with the Sport Director
4. Pass an online criminal background check (provided by the YMCA)
5. Attend the pre-season coaches meeting

After you have successfully completed steps 1-3 above and the YMCA clears you through the criminal background check, we will contact you to assign your team, practice location and time. Each season the YMCA will host a pre-season coaches meeting and will let you know the date and time after you have been assigned a team.

Thank you again for your interest in becoming a YMCA volunteer coach in our YMCA Youth Sports program.

Respectfully,

Sports Director

YMCA of Central New Mexico

**YMCA of Central New Mexico**

**Volunteer Application**

Thank you for donating your time and talents to the YMCA of Central New Mexico. Volunteers are vital to the YMCA. Without them, we wouldn't be able to meet the needs of the kids, families, and adults who live in New Mexico.

Today's Date \_\_\_\_\_(Month/Day/Year)

\_\_\_\_\_  
Name (Last) (First) (Middle)

\_\_\_\_\_  
Address City State Zip

\_\_\_\_\_  
Cell Phone Email address

\_\_\_\_\_  
Emergency Contact (First Name) (Last) (Middle)

\_\_\_\_\_  
Address City State Zip

\_\_\_\_\_  
Cell Phone Email address

\_\_\_\_\_  
Signature Date

\_\_\_\_\_  
Parent's or guardian's signature Date  
(If you are under 18 years of age)

Please fill out the attached background check form

Revision Date 10/17/2023



**APPLICANT AUTHORIZATION AND CONSENT FOR RELEASE OF INFORMATION**

We truly welcome your application with YMCA of CENTRAL NEW MEXICO. We’re proud that our success is the result of the quality and caliber of our employees and volunteers. In pursuit of excellence, we require, as a condition of employment or Volunteerism that all applicants consent to verification of their background.

**PLEASE READ CAREFULLY**

This release and authorization acknowledges that YMCA of CENTRAL NEW MEXICO may now, or at any time while I am employed or volunteering, conduct a certification of my education, previous employ/work history, contact personal references, motor vehicle records, and receive any criminal history record information pertaining to me which may be in the files of any Federal, State or Local criminal justice agency, and verify any other information deemed necessary to fulfill the job requirements. The results of this verification process will be used to determine eligibility under YMCA of CENTRAL NEW MEXICO policies.

I authorize YMCA of CENTRAL NEW MEXICO and any of its agents, to disclose orally and in writing the results of this verification process to the designed authorized representatives of YMCA of CENTRAL NEW MEXICO.

I have read and understand this release and consent, and I authorize the background verification. I authorize persons, schools, current and former employers and other organization and agencies to provide YMCA of CENTRAL NEW MEXICO with all information that may be requested. I hereby release all of the persons and agencies providing such information from any and all claims and damages connected with their release of any requested information. I agree that any copy of this document is valid as the original.

I do hereby agree to forever release and discharge YMCA of CENTRAL NEW MEXICO and their associates, to the full extent permitted by law from any claims, damages, losses, liabilities, costs and expenses, or any other charge of complaint filed with any Agency arising from the retrieving and reporting of information. According to the Federal Fair Credit Reporting Act, I am entitled to know if employment was denied based on information obtained by my prospective employer and to receive, upon written request, a disclosure of the public record information and of the nature and scope of the investigative report.

**CONFIDENTIAL INFORMATION: FOR POSITIVE IDENTIFICATION PURPOSES ONLY**

_____			_____		
APPLICANT (Name, typed or printed)			Social Security Number		
_____			_____		
Signature			Date of Birth		
_____			_____		
Maiden or other names in the last 7 years			Driver’s License Number		
_____			_____		_____
Address			State (DL#)		Today’s Date
_____			_____		_____
_____	_____	_____	NM Courts_____	Sex Offenders website_____	
City	ST	ZIP			
Date processed_____			Name of processor_____		

Revised 10/17/2023

# **Appendix B**

  

## **Position Descriptions**

**Position Description**

**Position Title:** Coach **Incumbent:** \_\_\_\_\_

**Association:** YMCA of Central New Mexico **Branch:** \_\_\_\_\_

**Reports To:** Sports Director Revised: 10/17/2023

**General Function:**

The Coach reports directly to the Sports Director, and is responsible for representing the YMCA and the Sports Director to the team. The incumbent will do his/her best to teach the children on their team how to play the sport in all aspects (i.e. skills, attitudes, character, values, etc.) consistent with YMCA principles and program goals. The incumbent will take an active part in promoting the YMCA Sports Philosophy both in word and deed.

**Know How:**

The Coach should have a working knowledge of the sport; must be able to work effectively with other people, especially with children and their families, but also with other teams, officials, site supervisors, school and facility representatives, etc.

**Principle Activities/Essential Functions:**

1. Live the YMCA Sports Philosophy.
2. Work to achieve program goals.
3. Work cooperatively with others.
4. Communicate with team as needed.
5. Teach fundamentals of the sport.
6. Ensure facility/field is safe.
7. Set up facility/field for their practices (which may include lifting and moving some heavy objects such as goals, etc.).
8. Attend all mandatory coaches' meetings.

**Effect on End Results:**

The Coach will serve as the primary contact with the team participants. As such, s/he has the opportunity to have a significant effect on how the participants are being impacted. The enjoyment of all involved will be affected by the dissemination of their position responsibilities.

I understand that the Coach position is a seasonal, volunteer position. I also understand this position description of my responsibilities and will work, to the best of my abilities, to see that they are fulfilled. I further understand that failure to comply with this position description may and will result in my dismissal. This position description is not intended to be all-inclusive.

\_\_\_\_\_  
Signature of Coach

\_\_\_\_\_  
Date

## Position Description

**Position Title:** Assistant Coach **Incumbent:** \_\_\_\_\_

**Association:** YMCA of Central New Mexico **Branch:** \_\_\_\_\_

**Reports To:** Sports Director and Coach **Revised:** 10/17/2023

### General Function:

The Assistant Coach reports directly to the Sports Director and Coach, and is responsible for representing the YMCA, the Sports Director and the Coach to the team. Will do his/her best to teach the children on their team how to play the sport in all aspects (i.e. skills, attitudes, character, values, etc.) consistent with YMCA principles and program goals. Will take an active part in promoting the YMCA Sports Philosophy both in word and deed.

### Know How:

The assistant Coach should have a working knowledge of the sport; must be able to work effectively with other people, especially with children and their families, but also with other teams, officials, site supervisors, school and facility representatives, etc.

### Principle Activities/Essential Functions:

1. Live the YMCA Sports Philosophy.
2. Work to achieve program goals.
3. Work cooperatively with others.
4. Communicate with team as needed.
5. Teach fundamentals of the sport.
6. Ensure facility/field is safe.
7. Set up facility/field for their practices (which may include lifting and moving some heavy objects such as goals, etc.).
8. Attend all mandatory coaches' meetings.

### Effect on End Results:

The assistant Coach will serve as the secondary contact with the team participants. As such, s/he has the opportunity to have a significant effect on how the participants are being impacted. The enjoyment of all involved will be affected by the dissemination of their position responsibilities.

I understand that the Assistant Coach position is a seasonal, volunteer position. I also understand this position description of my responsibilities and will work, to the best of my abilities, to see that they are fulfilled. I further understand that failure to comply with this position description may and will result in my dismissal. This position description is not intended to be all-inclusive.

---

Signature of Asst. Coach

---

Date

## Position Description

**Position Title:** Team Parent

**Incumbent:** \_\_\_\_\_

**Association:** YMCA of Central New Mexico

**Branch:** \_\_\_\_\_

**Reports To:** Sports Director and Coach

Revised: 10/17/2023

### General Function:

The Team Parent reports directly to the Sports Director and Coach. Primarily acts as the coordinator for their team. Will take an active part in promoting the YMCA Sports Philosophy both in word and deed.

### Know How:

The Team Parent must enjoy working with other people and helping others to have an enjoyable season; must like organizing team events and communicating with their team per the Team Parent Guidelines (attached); and must share the YMCA vision of nurturing kids, supporting, and strengthening families.

### Principle Activities/Essential Functions:

1. Live the YMCA Sports Philosophy.
2. Work to achieve program goals.
3. Work cooperatively with others.
4. Communicate with team as needed.
5. Plan and organize team functions per Team Parent Guidelines.
6. Ensure facility/field is safe.

### Effect on End Results:

The Team Parent will serve as one of the primary contacts between the participants, the Sports Director and the YMCA. As such, s/he has the opportunity to have a significant effect on how the participants are being impacted. The safety, security and enjoyment of all involved will be affected by the dissemination of their position responsibilities.

I understand that the Team Parent position is a seasonal, volunteer position. I also understand this position description of my responsibilities and will work, to the best of my abilities, to see that they are fulfilled. I further understand that failure to comply with this position description may and will result in my dismissal. This position description is not intended to be all-inclusive.

\_\_\_\_\_  
Signature of Team Parent

\_\_\_\_\_  
Date

## TEAM PARENT GUIDELINES

The team Parent's job is to act as coordinator for the team. As such, it is important that the Team Parent attends every practice and game. The basic duties include:

**Snack Schedule** – Recognizing that participation in sports makes children hungry, the YMCA encourages every team to set up a schedule whereby each team member takes a turn at providing an after-game snack. Once the YMCA has released the schedule of game dates and times, it is your job to set up a snack schedule for your team and see that each team member receives a copy of it. The Team Parent usually provides the first after game snack. A day or two before each game, you should call to remind the family scheduled to provide the snack. Then, if for any reason they will not be able to bring the snack, you have time to arrange for them to trade days with another family.

**Information** – When the YMCA has information or hand-outs to disseminate, it will be given to the team parent who, in return, must make sure that every team member receives it. Examples include the game schedule, notice of team pictures, notice of the awards dinner, etc. If there has been a change in the date, time or location of a game, the YMCA will inform you, and you in turn, must get the word to each team member. Also, if a team member was not present at practice, it is a good idea that you call and remind them of the next game and determine whether they will be there. (This can be very important on small teams).

**Team Photos** – About mid-way through the season, team photos are taken. At this time each team member has the opportunity to purchase photos of themselves in uniform. The Team parent passes out information on the cost of the photo packages, and the date and time pictures will be taken. Any team member wishing to purchase a photo package must pay for it at the time the picture is taken. It is also a good idea to call each team member the day before photos and remind them.

**Awards Celebration** – Following the last game of the season, there is usually a celebration. Each team should arrange for their own season ending celebration. The YMCA is always available for room rental (Call 505-595-1515 for prices).

The Team Parent plays an important role in coordinating this event for their team, including arranging for trophies, an appreciation gift for your team's coaches, and if it is to be a potluck, coordinating who will bring what.

**Trophies** – The YMCA will provide each team member with a certificate of participation. In addition to this, many teams opt to purchase small trophies. About three weeks prior to the last game, you should determine which trophy shop you wish to use and decide a style. Inform the other parents of the cost and collect all the money before the last game. Two weeks before the last game, place the order with the trophy shop. If you are going to have the team members' names engraved on the trophies, be sure to provide the shop with a typed list of the names and indicate whether each is boy or girl. Plan to pick up the trophies no later than the Friday before the end of the season celebration; it is your job to transport the trophies to the Awards Celebration.

**Coaches' gift** – While this is not necessary, many teams choose to express their appreciation to each of the team's volunteer coaches for all the time and effort they put in during the season. A plaque is a very inexpensive way of doing this. Some teams have purchased a game ball and had all the team members autograph it. If your team decides they want to present a coach's gift at the Awards Ceremony, it would be your responsibility to collect the additional money and order the gifts decided upon by the team and bring them to the dinner. The Team Parent generally makes the presentation of coaches' gifts.

**Miscellaneous** - If your celebration is to be a potluck, it is the Team Parent's responsibility to coordinate who will bring what. At the same time, you may want to suggest table decorations such as balloons in the team's colors, crepe paper, and paper plates and cups. On many teams the Team Parent provides a cake decorated in the team colors. These are only some ideas. You and the other parents should decide what you would like to do to make your celebration special.

# **Appendix C**

## **Coaches Contract Parent Code of Ethics**



## YMCA of Central New Mexico

### YMCA Coaching Contract

I understand that my responsibilities as a youth coach are of great importance and that my actions have the potential to significantly influence the young athletes I coach. Therefore, I promise to uphold the following rights of young athletes to the best of my ability.

- I. Right to participate in sports
- II. Right to participate at a level commensurate with each child's maturity and ability
- III. Right to have qualified adult leadership
- IV. Right to play as a child and not as an adult
- V. Right of children to share in the leadership and decision-making of their sport participation
- VI. Right to participate in safe and healthy environments
- VII. Right to proper preparation for participation in sports
- VIII. Right to an equal opportunity to strive for success
- IX. Right to be treated with dignity
- X. Right to have fun in sports

- I also promise to conduct myself in accordance with the YMCA Coaches Code of Conduct as given next.
- I will place the emotional and physical well-being of my players ahead of a personal desire to win.
- I will treat each player as an individual remembering the large range of emotional and physical development for the same age group.
- I will do my best to provide a safe playing situation for my players.
- I promise to review and practice the basic first aid principles needed to treat injuries of my players.
- I will do my best to organize practices that are fun and challenging for all my players.
- I will lead by example in demonstrating fair play and sportsmanship to all my players.
- I will provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all youth sports events.
- I will be knowledgeable in the rules of each sport that I coach, and I will teach these rules to my players.
- I will use those coaching techniques appropriate for each of the skills that I teach.
- I will remember that I am a youth sports coach, and that the game is for children and not adults.
- I hereby pledge to live up to my role as a YMCA Youth Sports coach by following the YMCA's Coaches' Code of Conduct.

With my signature, which I voluntarily affix to this contract, I acknowledge that I have read, understood, and will do my best to fulfill the promises made herein.

\_\_\_\_\_  
Sport

\_\_\_\_\_  
Coach's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Director's Signature

**YMCA of Central New Mexico**  
**YMCA PARENT'S CODE OF ETHICS**

I hereby pledge to provide positive support, care, and encouragement for my child participating in youth sports by following this Parents' Code of Ethics Pledge:

- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or other youth sports event.
- I will place the emotional and physical well-being of my child ahead of a personal desire to in.
- I will support the implementation of the YMCA's five-character development values, honesty, caring, respect, responsibility, and faith.
- I will support coaches and officials working with my child, to encourage a positive and enjoyable experience for all.
- I will demand a sports environment for my child that is free from drugs, tobacco, and alcohol, and will refrain from their use at all YMCA youth sports events.
- I will remember that the game is for youth – not for adults.
- I will do my very best to make the youth sports experience fun for my child.
- I will help my child enjoy the youth sports experience by doing whatever I can, such as being a respectful fan, assisting with coaching, or providing transportation.
- I will teach my child to treat other players, coaches, fans, officials with respect regardless of race, sex, creed, or ability.

I hereby pledge to provide positive support, care, and encouragement for my child participating in youth sports by following this Parents' Code of Ethics.

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Child(ren) Name(s)