

Volleyball coach code of conduct

A sample text for a volleyball club. Adapt it to your club and ask every coach to sign it.

Club

Approved by

Date approved

Next review

How to use this template. Read the text with the club board and a few coaches, delete what does not fit your club and fill in the blanks. Go through the code with all coaches at the start of the season and ask everyone to sign the declaration on the last page. You are free to use, copy and adapt this template.

1. Who it applies to and why

This code of conduct applies to everyone who coaches a team at our club: head coaches, assistant coaches, match-day coaches, player-coaches and stand-ins. It applies at training, at matches and tournaments, when travelling and online.

Players look up to their coach, and for parents the coach is the face of the club. The commitments below make clear what players, parents and the club can expect from a coach. They also protect the coach: someone who keeps to them is on firm ground if questions are ever raised.

2. How I treat players

- I treat every player with respect, whatever their level, background, religion, gender, sexual orientation or disability.
- I coach in a positive way. I point out what goes well and give feedback on the play, not on the person. I do not swear at anyone, ridicule anyone or show anyone up in front of the group.
- I never use physical punishment. Extra drills are there to get better, not to punish anyone.
- I match the training load to age, level and health. A player who is in pain or injured stops, and I never pressure anyone to play on.
- I watch for signs that a player is not doing well. I talk about it with the player, with the parents for young players, or with the club's confidential adviser.
- I keep personal information about players, such as health or home situation, to myself. I only share it with people who need to know it to support the player.

3. Players under 18

Extra rules apply to players under 18. They protect the player and the coach.

- I am never alone with a single player under 18 in a closed room. If a one-to-one conversation is needed, I have it where others can see us, or with a second adult present.
- I only enter the players' changing room when necessary, after knocking and preferably with a second adult. I never take photos or videos in a changing room or shower.
- I only touch a player when it is necessary, for example to demonstrate a technique or to give first aid, and I say beforehand what I am going to do.
- I only give a player under 18 a lift in my car if the parents know and agree, and preferably not one player on their own.
- I do not have a romantic or sexual relationship with a player I coach, and I make no sexual remarks or jokes.
- I do not give players personal gifts or favours that the rest of the team does not get.

4. Communication with players and parents

- I send messages about the team to the whole team (for young players, to players and parents together), using the channel the club uses for this.
- I do not send private messages to players under 18. If something has to be personal, I also send it to a parent.
- I do not send friend or follow requests to players under 18 from my private social media accounts, and I do not accept such requests from them.
- I only post photos or videos of players in line with the club's rules on images.
- I discuss performance and behaviour with the player, and for young players with the parents too, in a calm conversation. Not on the sideline and not in a group message.
- I do not criticise the referee, the opponents or the club in public or online.
- I let people know how and when they can reach me, and I reply within a reasonable time.

Team messages via

Contact hours

5. Playing time and selection

Playing time and selection lead to more questions for a coach than anything else. Being clear in advance prevents many conflicts.

- At the start of the season I tell players, and for young players the parents too, how I choose the line-up and the playing time.
- I do not use playing time as a punishment without the player knowing why.
- A player who is not selected or gets little playing time hears it from me in person: with the reason and with what they can do to change it.
- If my own child is in the team, I treat them like every other player. When in doubt, I discuss the decision with the technical manager or the coaching committee.

Our rule on playing time (tick what applies):

- ☐ Youth: every player who comes to training plays in every match.
- ☐ Playing time depends on effort and attendance at training. The coach explains how in advance.
- ☐ Performance teams: the coach selects on performance. Players hear from the coach why they do or do not play.
- ☐ A rule of our own (fill in below).

Our own rule

6. Role model and integrity

- I am on time, prepare my sessions and let the club know in good time if I cannot make it, with a suggestion for cover.
- I respect the referee, the opponents and the rules of the game, and I ask the same of my players.
- I do not drink alcohol before or during training sessions and matches, and I do not use drugs. I do not smoke or vape where players are present.
- I never encourage the use of banned substances.
- I do not bet on matches involving my team or my club, and I do not pass on information for betting.
- If I give paid private sessions to players from the club, I tell the board.

7. Working with the club

- I keep to the club's agreements. If I disagree with something, I raise it with the board or the technical manager, not with players or parents.
- I keep track of who came to training and what we did, in the way the club agrees.
- The technical manager or the coaching committee may watch a session and read what I record. That is part of supporting coaches.
- I attend coaches' meetings and take the courses the club asks of me.
- I report an injury, accident or incident on the same day to one of the contacts (see section 8).

What the club offers the coach:

- a fixed contact for questions and problems;
- balls, equipment and court time to train properly;
- support in a conflict with players or parents;
- the chance to develop further as a coach;
- a confidential adviser whom coaches can also turn to.

8. Reporting and measures

Anyone who sees behaviour by a coach that does not fit this code reports it to one of the contacts below. Reports are treated in confidence. The coach always gets the chance to give their side of the story.

What happens after a breach

The board chooses a measure that fits what happened. Usually it goes step by step:

1. **A conversation** with the technical manager or a board member. The agreements are written down.
2. **A written warning** if the behaviour continues.
3. **A temporary stop on coaching**, with a conversation before the coach returns.
4. **End of the collaboration** if the coach does not keep to the agreements.

In a serious case, such as violence, intimidation or sexual misconduct, steps are skipped: the coach stops all duties straight away while the matter is looked into. If a criminal offence may be involved, the board contacts the police or the authority responsible.

Contacts

Role	Name	Phone or email
Confidential adviser		
Technical manager or coaching committee		
Board member		

In Koach, Announcements always go to the whole team (there are no private messages), and with the Club plan the Technical manager can read along in the Team log.

Coach's declaration

I have read and discussed our club's coach code of conduct. I keep to it, in the hall, when travelling and online. I know whom to turn to with questions or concerns, and what happens if I do not keep to the code.

Coach's name

Team(s)

Date

Signature

For the club

Role

Date

Signature

The club keeps the signed declaration and gives the coach a copy.

Club record: who has signed

Keep track here of which coaches have signed the code. New coaches sign before they run their first session.

Coach's name	Team(s)	Signed on	Copy to coach	Notes