Coaching Ethics Code

The mission of the National Wheelchair Basketball Association (NWBA) junior division is to encourage participation and the pursuit of excellence in all aspects of wheelchair basketball. The junior division executive committee has adopted the Coach's Code of Ethics as a set of principles to guide the coach's conduct in situations that have ethical implications.

Introduction

This Ethics Code is intended to provide standards of ethical conduct that can be applied by the National Wheelchair Basketball Association and its member organizations. Whether or not a coach has violated the Ethics Code does not by itself determine whether a contract or agreement is enforceable or whether other legal consequences occur. These results are based on legal rather than ethical rules. However, compliance with or violation of the Ethics Code may be admissible evidence in some legal proceedings, depending on the circumstances.

This code is intended to provide both the general principles and the decision rules to cover most situations encountered by coaches. It has as a primary goal the welfare and protection of the individual and groups with whom coaches work. The Code also provides a common set of values. It is the responsibility of each coach to aspire to the highest possible standards of conduct. Coaches should respect and protect human civil rights, and should not knowingly participate in or condone unfair discriminatory practices.

General Principles

Principle A: Competence

Coaches strive to maintain high standards of excellence in their work. They recognize the boundaries of their particular competencies and the limitations of their expertise. They provide only those services and use only techniques for which they are qualified by education, training, or experience. In those areas in which recognized professional standards do not yet exist, coaches exercise careful judgment and take appropriate precautions to protect the welfare of those with whom they work. They maintain knowledge of relevant scientific and professional information related to the services they render, and they recognize the need for ongoing education. Coaches make appropriate use of scientific, professional, technical, and administrative resources.

No person shall be eligible to be a coach of a NWBA Junior Wheelchair Basketball team or a team representative of the NWBA Junior Division or a team of the NWBA Junior Division if that person has pled guilty, or has been found guilty, of any of the following offenses:

- 1. Capital murder
- 2. $1^{st}/2^{nd}$ degree murder
- 3. Manslaughter
- 4. $1^{st}/2^{nd}$ degree battery
- 5. Aggravated assault
- 6. 1st degree terroristic threatening
- 7. Kidnapping
- 8. 1st degree false imprisonment
- 9. Permanent detention or restraint
- 10. 1st/2nd degree rape or carnal abuse
- 11. 1st/2nd degree sexual abuse
- 12. $1^{st}/2^{nd}$ degree violation of a minor
- 13. Incest
- 14. 1st degree endangering of a minor
- 15. Permitting child abuse
- 16. Engaging children in sexually explicit conduct for use in a visual or print medium, transportation of minors for prohibited sexual conduct, use of a child or consent to use a child in sexual performance, by producing, directing or promoting sexual performance by a child.
- 17. Criminal attempt, criminal solicitation or criminal conspiracy to commit any of the above names offenses.
- 18. Distribution to minors (of any controlled substance)
- 19. Manufacture, delivery, or possession with intent to deliver, or manufacture any controlled substance
- 20. Carnal abuse in the third degree
- 21. Sexual solicitation of a child
- 22. Pandering or possessing visual or print medium depicting sexually explicit conduct involving a child
- 23. Negligent homicide
- 24. Assault in the first degree
- 25. Coercion
- 26. Sexual misconduct
- 27. Public sexual indecency
- 28. Indecent exposure
- 29. Endangering the welfare of a minor in the second degree
- 30. Any felony or any misdemeanor involving violence or sexual misconduct

Principle B: Integrity

Coaches seek to promote integrity in the practice of coaching. Coaches are honest, fair, and respectful of others. In describing or reporting their qualifications, services, products, or fees, they do not make statements that are false, misleading, or deceptive. Coaches strive to be aware of their own belief systems, values, needs, and limitations and the effect of these on their work. To the extent feasible, they attempt to clarify for relevant parties the roles they are performing and to function appropriately in accordance with those roles. Coaches avoid improper and potentially harmful dual relationships.

Principle C: Professional Responsibility

Coaches uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and adapt their methods to the needs of different athletes. Coaches consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interest of their athletes, or other recipients of their services. Coaches' moral standards and conduct are personal matters to the same degree as is true for any other person, except when coaches' conduct may compromise their professional responsibilities or reduce the public's trust in the coaching profession and coaches. Coaches are concerned about the ethical compliance of their colleagues' professional conduct. When appropriate, they consult with colleagues in order to prevent or avoid unethical conduct. Coaches are respectful of athletes at all times during the travel to and from the competition, at the training prior to competition, during the off hours, and during the competition itself.

Principle D: Respect of Participants and Dignity

Coaches respect the fundamental rights, dignity, and worth of all participants. Coaches are aware of cultural, individual, and role differences, including those due to age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, and socioeconomic status. Coaches try to eliminate the effect of their work of biases based on those factors and they do not knowingly participate in or condone unfair discriminatory practices. Coaches do not engage in behavior that is so disorderly or inappropriate as to interfere with the orderly conduct of the activity or other members' participation in, or enjoyment of, the activity.

Principle E: Concern of Others' Welfare

Coaches seek to contribute to the welfare of those with whom they interact professionally. In their professional actions, coaches consider the welfare and rights of their athletes and other participants. When conflicts occur among coaches' obligations or concerns, they attempt to resolve these conflicts and to perform their roles in a responsible fashion that avoids or minimizes harm. Coaches are sensitive to differences in power between themselves and others, and they do not exploit or mislead other people during or after professional relationships. Coaches show respect for all junior wheelchair basketball athletes, coaches, referees, and tournament organizers. They do not abuse athletes verbally, physically, emotionally or sexually. They do not make inappropriate remarks or comments, harass, and/or make gestures toward any official or tournament organizer.

Principle F: Responsible Coaching

Coaches are aware of their professional responsibilities to the community and the society in which they work and live. They apply and make public their knowledge of sport in order to contribute to human welfare. Coaches try to avoid misuse of their work. Coaches comply with the law and encourage the development of law and policies that serve the interest of sport. They are encouraged to contribute a portion of their professional time for little or no personal advantage. Coaches follow the NWBA junior Division Code of Ethics. They display good sportsmanship. Coaches teach by example, display a positive attitude and exemplary conduct. They show respect for the flag and the national anthem.

1. GENERAL STANDARDS

These General Standards are applicable to the activities of all coaches.

1.01 Applicability of the Ethics Code

While many aspects of personal behavior and private activities seem far removed from official duties of coaching, all coaches should be sensitive to their position as role models for their athletes. Private activities perceived as immoral or illegal can influence the coaching environment and coaches are encouraged to observe the standards of this Ethics Code.

1.02 Boundaries of Competence

- (a) Coaches provide services only within the boundaries of their competence, based on education, training, supervised experience, or appropriate professional experience.
- (b) Coaches provide services involving new techniques only after first undertaking appropriate study, training, supervision, and/or consultation from persons who are competent in those areas or techniques.
- (c) In those emerging areas in which generally recognized standards for preparatory training do not exist, coaches nevertheless take reasonable steps to ensure the competence of their work and to protect athletes and other participants from harm.

1.03 Maintaining Expertise

Coaches maintain a reasonable level of awareness of current scientific and professional information in their fields of activity, and undertake ongoing efforts to maintain competence in the skills they use.

1.04 Basis for Professional Judgments

Coaches rely on scientifically and professionally derived knowledge when making professional judgments or when engaging in professional endeavors.

1.05 Describing the Nature of Coaching Services

When coaches provide services to an individual, group or an organization, they provide, using language that is reasonably understandable to the recipient of those services, appropriate information beforehand about the nature of such services and appropriate information later about results and conclusions.

1.06 Respecting Others

Coaches respect the rights of others to hold values, attitudes, and opinions that differ from their own.

1.07 Nondiscrimination

Coaches do not engage in discrimination based on age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, socioeconomic status, or any basis prescribed by law.

1.08 Sexual Harassment

- (a) Coaches do not engage in sexual harassment. Sexual harassment is sexual solicitation, including requests for sexual favors, physical advances, or verbal or nonverbal conduct that is sexual in nature, including requests for sexual favors and either:
 - (1) Is unwelcome, is offensive, or creates a hostile environment, and the coach knows or is told this;
 - (2) Is sufficiently severe or intense to be abusive to a reasonable person in the context. Sexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts.
- (b) Coaches accord sexual-harassment complainants and respondents dignity and respect. Coaches do not participate in denying an athlete the right to participate based on their having made, or their being the subject of, sexual harassment charges.

1.09 Other Harassment

Coaches do not engage in behavior that is harassing or demeaning to persons with whom they interact in their work based on factors such as those persons' age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, language, or socioeconomic status.

1.10 Personal Problems and Conflicts

- (a) Coaches recognize that their personal problems and conflicts may interfere with their effectiveness. Accordingly, they refrain from undertaking an activity when they know or should know that their personal problems are likely to lead to harm to athletes or other participants to whom they may owe a professional obligation.
- (b) In addition, coaches have an obligation to be alert to signs of, and to obtain assistance for their personal problems at an early stage, in order to prevent significantly impaired performance.

(c) When coaches become aware of personal problems that may interfere with their coaching duties adequately, they take appropriate measures, such as obtaining professional consultation or assistance, and determine whether they should limit, suspend, or terminate their coaching duties.

1.11 Avoiding Harm

Coaches take reasonable steps to avoid harming their athletes or other participants, and to minimize harm where it is foreseeable and unavoidable.

1.12 Misuse of Coaches' Influence

Because coaches' professional judgment and actions may affect the lives of others, they are alert to guard against personal, financial, social, organizational or political factors that might lead to misuse of their influence.

1.13 Multiple Relationships

- (a) In many communities and situations, it may not be feasible or reasonable for coaches to avoid social or other nonprofessional contacts with athletes and other participants. Coaches must always be sensitive to the potential harmful effects of other contacts on their work and on those with whom they deal. A coach refrains from entering into or promising another personal, professional, financial, or other relationship with such persons if it appear likely that such relationships might reasonably impair the coach's objectivity or otherwise interfere with the coach effectively performing his or her functions as a coach, or might harm or exploit the other party.
- (b) Likewise, whenever feasible, a coach refrains from taking on a professional obligation when a preexisting relationship would create a risk of such harm.
- (c) If a coach finds that, due to unforeseen factors, a potentially harmful Multiple relationship has arisen, the coach attempts to resolve it with due regard for the best interests of the affected person and maximal compliance with the Ethics Code.

1.14 Exploitation Relationships

- (a) Coaches do not exploit athletes or other participants over whom they have supervisory, evaluative, or other authority.
- (b) Coaches do not engage in sexual/romantic relationships with athletes or other participants over whom the coach has evaluative, direct, or indirect authority, because such relationships are likely to impair judgment or be exploitative.

1.15 Consultations and Referrals

When indicated and professionally appropriate, coaches cooperate

with other professionals in order to serve their athletes or other participants effectively and appropriately.

1.16 Delegation to and Supervision of Subordinates

- (a) Coaches delegate to their employees, supervisees, and assistants only those responsibilities that such persons can reasonably be expected to perform competently, on the basis of education, training, or experience, either independently or with the level of supervision being provided.
- (b) Coaches provide proper training and supervision to their employees or supervisees and take reasonable steps to see that such persons perform services responsibly, competently and ethically.

1.17 Fees and Financial Arrangements

- (a) As early as is feasibly possible in a professional relationship, the coach and the athlete or other participants reach an agreement specifying the compensation and the billing arrangements.
- (b) Coaches do not exploit recipients of services of payers with respect to fees.
- (c) Coaches' fee practices are consistent with law.
- (d) Coaches do not misrepresent fees.
- (e) If limitations to services can be anticipated because of limitations in financing, that is discussed with the athlete or other participant as appropriate.

2. ADVERTISING AND OTHER PUBLIC STATEMENTS

2.01 Definition of Public Statements

Coaches comply with the Ethics Code in public statements relating to their professional services, products or publications.

2.02 Statements by Others

- (a) Coaches who engage others to create or place public statements that promote their professional practice, products, or activities retain professional responsibility for such statements.
- (b) In addition, coaches make reasonable efforts to prevent others whom they do not control (such as employers, publishers, sponsors, organizational clients, and representatives of the print or broadcast media) from making deceptive statements concerning the coach or his professional activities.

- (c) If coaches learn of deceptive statements about their work made by others, coaches make reasonable efforts to correct such statements.
- (d) Coaches do not compensate members of press, radio, television, or other communication media in return for publicity in a news story.
- (e) A paid advertisement relating to the coach's activities must be identified as such, unless it is already apparent from the contest.

2.03 Avoidance of False or Deceptive Statements

Coaches do not make public statements that are false, deceptive, misleading, or fraudulent, either because of what they state, convey or suggest, or because of what they omit, concerning their work activities or those of persons or organizations with which they are affiliated. As examples (and not in limitation) of this standard, coaches do not make false or deceptive statements concerning:

- (1) their training, experience, or competence;
- (2) their academic degrees;
- (3) their credentials;
- (4) their institutional or association affiliations
- (5) their services
- (6) the basis for, or results or degree of their services; or
- (7) their fees.

2.04 Media Presentations

When coaches provide advice or comment by means of public lectures, demonstrations, radio or television programs, prerecorded tapes, printed articles, mailed material, or other media, they take reasonable precautions to ensure that the statements are consistent with this Ethics Code.

2.05 Testimonials

Coaches do not solicit testimonials from current athletes or other participants who, because of their particular circumstances are vulnerable to undue influences.

2.06 Recruiting

Coaches do not engage, directly or through agents, in uninvited in-person solicitation of business from actual or potential athletes or other participants who, because of their particular circumstances, are vulnerable to undue influence. However, this does not preclude recruiting athletes deemed eligible by appropriate governing bodies.

2.07 Electronic Communications

Coaches will refrain from inappropriate and/or offensive content in their communications with junior athletes via Internet, electronic mail, instant messaging, etc. Material that would be considered inappropriate includes

obscene, lewd, pornographic or violent material; sexually oriented jokes and/or cartoons, and/or other offensive material related to age, race, color, sex, religion, national origin, disability, or sexual orientation.

3. Training Athletes

3.01 Structuring the Relationship

- (a) Coaches discuss with athletes as early as feasibly possible appropriate issues, such as the nature and anticipated course of training, fees, and confidentiality.
- (b) When the coach's work with athletes will be supervised, the above discussion includes that fact, and the name of the supervisor.
- (c) When the coach is uncertified, the athlete is informed of that fact.
- (d) Coaches make reasonable efforts to answer athletes' questions and to avoid apparent misunderstandings about training. Whenever possible, coaches provide oral and/or written information, using language that is reasonably understandable to the athlete.

3.02 Family Relationships

- (a) When a coach agrees to provide services to several persons who have a relationship (such as parents and children), the coach attempts to clarify at the onset:
 - (1) Which of the individuals are athletes and
 - (2) The relationship the coach will have with each person. This clarification includes the role of the coach and the probable uses of the services provided.
- (b) As soon as it becomes apparent that the coach may be called on to perform potentially conflicting roles (such as intermediary between parents and children or sibling teammates), the coach attempts to clarify and adjust, or withdraw from, roles appropriately.

3.03 Providing Coaching Services to Those Served By Others

In deciding whether to offer or provide services to those already receiving coaching services elsewhere, coaches carefully consider the potential athlete's welfare. The coach discusses these issues with the athlete or another legally authorized person on behalf of the athlete, in order to minimize the risk of confusion and conflict.

3.04 Sexual Conduct

NWBA Junior Coaches must protect the integrity of the sport and interests of the athletes they serve. They must:

- (1) Not solicit or engage in sexual relations with any minor
- (2) Not engage in any behavior that utilizes the influence of

their position as coach to encourage sexual relations with an athlete.

3.05 Drug-Free Sport

Coaches do not tolerate the use of performance-enhancing drugs; they support the athlete's efforts to be drug-free and promote the USOC drug standards for athletes.

3.06 Alcohol, Tobacco, and Gambling

- (a) Coaches prohibit the use of alcohol, illicit drugs, and tobacco in conjunction with athletic events or victory celebrations and forbid the use of alcohol, illicit drugs and tobacco by minors.
- (b) Coaches refrain from tobacco and alcohol use while they are coaching and do not use them while in the presence of the athletes.
- (c) Coaches prohibit gambling in conjunction with athletic events, at playing sites and during road trips.
- (d) Coaches do not provide alcohol to or condone the use of alcohol by minors or use or abuse of alcohol in the presence of junior athletes or at NWBA activities. In the case of athletes, NWBA juniors are prohibited from consumption of alcoholic beverages while a minor.

3.07 Pornography

- (a) Coaches forbid the use and do not use pornographic material themselves.
- (b) Coaches do not engage in illicit behavior or activities with athletes or other participants over whom the coach has direct or indirect authority.

3.08 Interruption of Services

- (a) Coaches make reasonable efforts to plan for training in the event that coaching services are interrupted by factors such as the coach's illness, death, unavailability or relocation or by the client's relocation or financial limitations.
- (b) When entering into employment or contractual relationships, coaches provide for orderly and appropriate resolution of responsibility for athletes training, in the event that the employment or contractual relationship ends, with paramount consideration given to the welfare of the athlete.

3.09 Terminating the Professional Relationship

(a) Coaches terminate a professional relationship when it becomes clear that the athlete no longer needs the service, it is not benefiting, or is being harmed by the continued service. (b) Prior to termination, for whatever reason, except where precluded by the athlete's conduct, the coach discusses the athlete's views and needs, provides appropriate pre-termination counseling, suggests alternative service providers as appropriate, and takes other reasonable steps to facilitate transfer of responsibility to another provider if the athlete needs one immediately.

4. Training Supervision

4.01 Design of Training Programs

Coaches who are responsible for training programs for other coaches seek to ensure that the programs are competently designed, provide the proper experiences, and meet the requirements for certification or other goals for which claims are made by the program.

4.02 Description of Training Programs

- (a) Coaches who are responsible for training programs for other coaches, seek to ensure there is a current and accurate description of the program content, training goals and objectives, and requirements that must be met for satisfactory completion of the program. This information must be readily available to all interested parties.
- (b) Coaches seek to ensure that statements concerning their training programs are accurate and not misleading.

4.03 Accuracy and Objectivity in Coaching

- (a) When engaged in coaching, coaches present information accurately and with a reasonable degree of objectivity.
- (b) When engaged in coaching, coaches recognize the power they hold over athletes and therefore make reasonable efforts to avoid engaging in conduct that is personally demeaning to athletes and other participants including referees.

4.04 Assessing Athlete Performance

- (a) In coach-athlete relationships, coaches establish an appropriate process for providing feedback to athletes.
- (b) Coaches evaluate athletes on the basis of their actual performance on relevant and established program requirements.

4.05 Honoring Commitments

Coaches take reasonable measures to honor all commitments they have made to athletes.

5. Team Selection

5.01 Recruiting

Coaches do not engage, directly or through agents, in uninvited in-person solicitation of business or services from actual or potential athletes or other participants who, because of their particular circumstances are vulnerable to undue influence. However, this does not preclude recruiting athletes deemed exceptional by NWBA Youth Division.

5.02 Tampering

In deciding whether to recruit players already on another team, coaches must carefully consider the potential athlete's welfare. The coach must discuss these issues with the player's present coach first, then the player's parents before approaching (unless the player has reached majority) the athlete in order to minimize the risk of confusion and conflict.

5.03 In Season Contact

Contact with any player(s) should not occur during the progress of a season when the player's team is still actively engaged in their schedule of play. There are two exceptions to this: One would be regarding participation on a USA National Wheelchair Basketball Team on a temporary basis, where the player returns to his or her team at the conclusion of the assignments. The second is recruiting by a NWBA Intercollegiate Division School.

5.04 Player Selection

- (a) Coaches perform evaluations or team selection only within the context of a defined professional relationship.
- (b) Coaches' assessments, recommendations, reports and evaluative statements used to select team members are based on information and techniques sufficient to provide appropriate substantiation for their findings.

6. Resolve Ethical Issues

6.01 Familiarity with Ethics Code

Coaches have an obligation to be familiar with this Ethics code, other applicable ethics codes, and their application to the coaches' work. Lack of awareness or misunderstanding of an ethical standard is not in itself a legal defense to a charge of unethical conduct.

6.02 Confronting Ethical Issues

When a coach is uncertain whether a particular situation or course of actions would violate the Ethics Code, the coach ordinarily consults with other coaches knowledgeable about ethical issues, with NGB or USOC ethics committees, or with appropriate authorities in order to choose a proper response.

6.03 Conflicts between Ethics and Organizational Demands

If the demands of an organization with which coaches are affiliated conflict with this Ethics Code, coaches clarify the nature of the conflict, make known their commitment to the Ethics Code, and to the extent feasible, seek to resolve the conflict in a way that permits the fullest adherence to the Ethics Code.

6.04 Informal Resolution of Ethical Violations

When coaches believe that there may have been an ethical violation by another coach, they attempt to resolve the issue by bringing it to the attention of that individual, if an informal resolution appears to be appropriate and when intervention does not violate any athlete rights that may be involved.

6.05 Reporting Ethical Violations

If an apparent ethical violation is not appropriate for informal resolution under Standard 6.04 or is not resolved properly in that fashion, coaches can take further action appropriate to the situation, unless such action conflicts with athlete rights in ways that cannot be resolved. Such action might include referral to the NGB or USOC committee on professional ethics.

6.06 Cooperating with Ethics Committees

Coaches cooperate in ethics investigations, proceedings, and resulting requirements of the USOC and any NGB to which they belong. Failure to cooperate is itself an ethics violation.

6.07 Improper Complaints

Coaches do not file or encourage the filing of ethics complaints that are frivolous and are intended to harm the respondent rather than to protect the public.

7. Process Relating to Violation of Code

7.01

The Coach acknowledges that this Ethics Code is administered under the authority of their NGB or other responsible organization and that a violation of this Code subjects the coach to the process of the NGB or other such organization required to be provided in the event of disciplinary action.

7.02

In the event that a violation of the Ethics Code occurs during an authorized U.S. Olympic Training Center activity, USOC may, as landlord of the facility, take action separate and independent from that of the NGB or members of the USOC in order to protect its interests and those of athletes, coaches and other at the location.

7.03

Any action taken by the NGB or members of the USOC which affects the opportunity of a coach to participate in "protected" competition as defined in the USOC Constitution shall be entitled to processes assured under the USOC and the American Arbitration Association.

7.04

If the violation of the Ethics Code occurs while a member of a USOC team or event, the coach and NGB acknowledge that the USOC may institute its own proceeding regarding the violation, which action shall not restrict the ability or obligation of the NGB to take its own separate and independent action.

7.05

In the event that a coach is found to have violated the Ethics Code, such action is separate and apart from any other legal consequences which may occur as a result of the act.

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COACHES' CODE OF ETHICS