THPFC Coaches Code of Conduct

(Applicable to all THPFC Coaches across all THPFC Programs)

At THPFC, coaches are expected to lead with professionalism, respect, and responsibility. This Code of Conduct outlines the standards we expect from all coaches to help create a positive, safe, inclusive, and development-focused environment for every player.

Player Development, Wellbeing, and Safety

Coaches are responsible for supporting the physical, technical, tactical, social, and emotional development of every player in a safe and positive environment. Coaches will;

- Prioritize player wellbeing, safety, development, and enjoyment above winning.
- Treat all players fairly and recognize that players develop at different rates.
- Deliver age-appropriate sessions that support confidence, effort, resilience, and learning.
- Follow club injury, concussion, and return-to-play protocols.
- Never pressure a player to train or play when injured or unwell.
- Ensure players use appropriate equipment and report injuries, incidents, or safety concerns to the appropriate club contact.

Professional Standards and Conduct

Coaches are expected to represent THPFC professionally at all times, both on and off the field. Coaches will;

- Act as positive role models for players, parents, staff, officials, and the wider soccer community.
- Demonstrate honesty, integrity, reliability, and accountability.
- Arrive prepared and on time for training sessions, games, meetings, and club events.
- Follow THPFC policies, procedures, program expectations, and technical direction.
- Avoid behaviour that could bring themselves, their team, or THPFC into disrepute.

Respect and Sportsmanship

Coaches must promote respect for the game and all those involved in it. Coaches will;

- Treat players, parents, officials, opponents, staff, and volunteers with dignity and respect.
- Coach players to compete fairly and within the Laws of the Game.
- Accept referee decisions without inappropriate protest or confrontation.
- Refrain from abusive, offensive, discriminatory, or intimidating language or behaviour.
- Promote humility in victory and respect in defeat.

Safeguarding and Appropriate Boundaries

Coaches have a duty of care to protect players and maintain safe, appropriate relationships. Coaches will;

- Follow all THPFC, Ontario Soccer, and Canada Soccer safeguarding requirements.
- Maintain appropriate boundaries with players at all times.
- Avoid any behaviour, communication, or physical contact that could be considered inappropriate.
- Never engage in bullying, harassment, discrimination, intimidation, or favouritism.
- Report safeguarding, welfare, injury, or behavioural concerns through the appropriate club channels.

Communication

Coaches are expected to communicate clearly, respectfully, and professionally. Coaches will;

- Use approved club communication platforms when communicating with players and families.
- Communicate expectations around attendance, punctuality, equipment, behaviour, and team standards.
- Respond to reasonable parent or player questions in a respectful and timely manner.
- Raise concerns with the appropriate THPFC staff member rather than allowing issues to escalate.

Team Environment and Inclusion

Coaches are responsible for creating a team culture where all players feel they belong and can contribute positively. Coaches will;

- Promote teamwork, respect, commitment, and accountability.
- Ensure new players are welcomed and supported.
- Address exclusion, bullying, teasing, harassment, or discrimination immediately.
- Encourage players to support their teammates and represent the club positively.
- Create an environment where players feel comfortable asking questions, making mistakes, and learning.

Technology, Social Media, and Club Representation

Coaches must use technology and social media responsibly when representing THPFC.Coaches will;

- Use digital communication professionally and appropriately.
- Respect player privacy and follow club expectations around photos, videos, and online content.
- Avoid private or inappropriate online communication with players.
- Never post content that could negatively impact players, families, staff, officials, opponents, or the club.

Accountability

- Coaches are responsible for upholding the standards of THPFC. Failure to follow this Code of Conduct may result in follow-up from club leadership, additional education, removal from team activities, suspension, or dismissal from their coaching role, depending on the nature and severity of the concern.