

  
**FAIR COACHING**  
**BE RESPECTFUL**



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# Ethical Code in Coaching



ETHICS

The word "ETHICS" is rendered in large, three-dimensional, grey block letters. The letters are arranged in a slightly descending line from left to right. Each letter casts a long, dark shadow to the right and slightly forward, creating a sense of depth and perspective. The background is a plain, light-colored surface.

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# Introduction

Fair Coaching is a 3-year project which started in 2020 and is aiming at promoting respect and values among professional and most of all grassroots coaches and trainers, contrasting sexist, violent and discriminatory behaviours to ensure a healthy and inspiring sport environment for professional and young athletes.

## The objectives of Fair Coaching are:

- Promote a widespread awareness among professional and grassroots coaches, supporters, athletes, and athletes' families about unfair and discriminatory behaviours in coaching towards all athletes and particularly young female athletes, as they are the most affected target
- Support grassroots and professional sport clubs, federations, leagues and organizations in developing policies and a plan of action to prevent and tackle these behaviours and adopting a binding European Code of Conduct and ethical guidelines in coaching and training
- Strengthen capabilities, tools and support for athletes, specifically young athletes, to report any episodes of discrimination, abuse or violence executed by coaches and trainers
- Spread good examples in coaching and respect as well as a peer tutoring among athletes, professional and grassroots, to increase awareness, activism, and reporting on this issue within Europe



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**By adhering to the Ethical Code in Coaching at every sport activity, you embrace the sport's beliefs of being.**

INCLUSIVE

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POSITIVE

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UNITED

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DISCIPLINED

# Code of Ethics in Coaching

**Note:** in the following ten articles of the Code of Ethics, the word “player” is used to include athletes and all sport participants (from grassroots to the highest level) irrespective of gender.

## 1. Respect

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- Demonstrate the greatest levels of respect, protecting the rights and dignity and worth of every person regardless of gender, ability, sexual orientation, cultural background or religion. Avoid all kinds of generalizations: each individual is unique.
- Use stereotype-free language.
- Always maintain appropriate and professional relationships with players.

## 2. Inclusion

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- Seek to maximize the participation and enjoyment of all players regardless of ability; treat all players as equals, regardless of their talent.
- Remember that youth players participate for pleasure and friendship: take care of their emotional reactions.

## 3. Be proactive and preventive

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- Make Fair Play your philosophy of life inside and outside of the sport.
- Show positive acts of sportspersonship, discouraging all instances of foul or illegal play or acts of violence both, on and off the field. Lead by positive example and condemn the use of recreational and performance enhancing drugs and doping practices. Their use endangers the health of players and is contrary to the concept of fair play.

## 4. Professional responsibility

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- Creates a safe and healthy environment and atmosphere.
- Show concern and caution towards all sick and injured players. Follow the advice of a doctor and/or physiotherapist, when determining when an injured player is able to return to play.
- Always consider the health, safety, and welfare of the players.

## 5. Effort

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Teach players that an honest effort and competing to the best of their ability is as important as victory. This stimulates long-term vision: each goal is the consequence of a journey.

## 6. Professional development

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Keep abreast of current coaching methods; maintain or improve your current accreditation level. Lifelong learning, and continuous vocational training. Be humble and see in every player an opportunity for their personal and professional growth. Listen with empathy and show interest in your players' feelings and opinions. Involve your players in the decision-making process.

## 7. Trust

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- Express confidence in the abilities of your players
- Teach young players to realize that there is a difference between their activity and the professional level; do not coach them as if they are professionals.
- Ensure that your coaching reflects the level of the competition being played.

## 8. Inspiration

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Inspire your players through word and deed. Make them understand that sport is a means through which the best values of a human can be expressed.

## 9. Celebrate

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Celebrate success stories and make them understand that cyberbullying which includes negative or demeaning comments, status posts, personal messages or emails is deemed a serious form of harassment.

## 10. Integrity

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Accept that the integrity of the sport is of paramount importance therefore no coach, player, club official or match official is allowed to participate or be directly or indirectly involved in gambling in any way.

# General principles

## Participants in sports include

Athletes,  
Coaches,  
Refers,  
Club Officials,  
Volunteers,  
Parents and  
Spectators.

Participants are encouraged and expected to:

- Show positive acts of sportspersonship. discouraging all instances of foul or illegal play or acts of violence, both on and off the field.
- Demonstrate the greatest levels of respect, protecting the rights, dignity and worth of every person regardless of their gender, ability/disability, sexual orientation, cultural background or religion.
- Lead by positive example and condemn the use of recreational and performance-enhancing drugs and doping practices, their use endangers the health of athletes and is contrary to the concept of fair play.
- Celebrate the “good news” stories and understand that cyber-bullying, which includes negative or demeaning comments, status posts, personal messages or emails, is deemed as a serious form of harassment.
- Accept that integrity of the sport is of paramount importance, therefore no coach, athlete, club official or match official is allowed to participate or be directly or indirectly involved in any way in gambling.

# Summary of offenses

- A** Assault, sexual harassment and violence or act with aggression towards any person/s.
- B** Use of offensive or obscene language towards another person.
- C** Exhibit racial intolerance, sexist and homophobic behaviour through language or other conduct towards another person.
- D** Comments or actions by any person discrediting another person through social media are considered an offense.
- E** Behave in a way contrary to the Ethic Code in Coaching and/or the spirit of the game.

Breaches of the Disciplinary Code in Coaching may result in penalties, including but are not limited to:

- Suspension of a coach on a temporary or permanent basis and/or monetary fines and/or criminal charges or penalties for serious offenses.
- These penalties are in addition to any penalty which may be imposed by the relevant sport's governing bodies.

# Our Beliefs

## We are **inclusive**

- Engaging and empowering everyone to feel welcome in sport. Reaching out to new participants.
- Promoting equality of opportunity in all forms.
- Respecting and celebrating diversity in culture, gender, sexuality and social background.

## We are **positive**

- The ability to see opportunities in the face of adversity.
- The willingness to stand up for our beliefs and empower others to do the same.
- The commitment to stand up and be recognized as a sport's ambassador.
- The tenacity to do something despite how hard it is or how long it takes to achieve it.

## We are **united**

- Recognizing and respecting our differences in the pursuit of achieving a common goal.
- Putting the sport ahead of individual needs and personal agenda. Be a source of motivation and support to those around.
- Commitment to a culture of respect, honesty, and trust.

## We are **disciplined**

- Say what we are going to do and do what we say.
- Have the strength to make the right decisions, placing facts ahead of emotion.
- Taking responsibility for our own actions and the impact they have on others and the wider game.



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