



402 Development Academy COACH CODE OF ETHICS AND STANDARDS

402 Development Academy (402 DA) requires responsibility and integrity from all affiliated coaches. We believe that the paramount job of coaches is the holistic development, welfare, enjoyment, and safety of their players, as ultimately, soccer is the players' game. Consistent with these beliefs, coaches shall:

1. Stress **fairness** by observing the Laws of the game while striving to compete at a strategically high level.
2. Demonstrate **integrity** by aligning your actions with your words, to inspire trust and credibility within our club. Be realistic about what you can accomplish and follow through on your commitments.
3. Prove **loyalty** by never disclosing confidential information about an athlete, their family, or your 402 DA co-workers.
4. Keep **objectivity**. Remain faithful to the team formation process. Make position placement and playing time decisions based on commitment and ability. Do not make decisions based on personal relationships.
5. Model grace, dignity, and **composure**, win or lose.
6. Promote the principle that everyone is worthy of **respect**, refraining from taunting or any act that demeans, disrespects, or threatens anyone.
7. Acknowledge and accept personal **accountability** for the quality of your work and the decisions that affect your team. Model and advocate for a healthy lifestyle and take an active role in preventing the use of tobacco, illegal or performance-enhancing drugs, and alcohol.
8. Be **conscientious**. Consistently do your best work in the time you have to do it. Be organized and efficient in your workflow and time management. Prepare training plans. Schedule matches to strategically benefit kids and always arrive at the field before your athletes do.
9. Display **compassion**. Genuinely care about the well-being of our athletes, their families, the entire 402 DA club, and anyone who shares our love for soccer.
10. Support diversity for our refugee players by modeling **inclusive behavior** and creating opportunities for engagement. Oppose discrimination based on race, religion, ethnicity or any other quality.

Abuse of this policy may be cause for immediate termination.