

**CLOVIS UNIFIED
SCHOOL DISTRICT**

INSTRUCTION

Student Activities

CO-CURRICULAR AND EXTRA-CURRICULAR ACTIVITIES

CODE OF CONDUCT FOR TEACHERS, COACHES, AND ADVISORS

The Code of Conduct for Teachers, Coaches, and Advisors is set forth on the following pages.

Adopted: 05/08/2002

Reviewed: 08/10/2005, 12/12/2007, 07/08/2009

Amended: 03/24/2004, 12/15/2004, 11/18/2021 (EXH 2505(5) renumbered as EXH 6145(5))

Doc# 46350-6 (11/2021, None)



EXHIBIT NO. 6145(5)

CODE OF CONDUCT FOR TEACHERS, COACHES, AND ADVISORS

We believe that extra-curricular activities, including athletics, should be fun but that it should also be a significant part of a sound education program. We believe that those who coach and advise students are, first and foremost, teachers who have a duty to assure that the programs impart important life skills and promote the development of good character. We believe that the essential elements of character building are embodied in the concept of sportsmanship and six core ethical values; trustworthiness, respect, responsibility, fairness, caring and good citizenship (the “Six Pillars of Character”). We believe, further, that the highest potential of extra-curricular activities, including sports, is achieved when teacher-coaches consciously Teach, Enforce, Advocate and Model (T.E.A.M.) these values and are committed to the ideal of pursuing victory with honor. Finally, we believe that sincere and good-faith efforts to honor the words and spirit of this Code will improve the quality of our programs and the well-being of our students. This Code of Conduct applies to all full-time and part-time teacher-coaches and advisors involved in extra-curricular activities, including athletics.

A. Trustworthiness

1. *Trustworthiness*: Be worthy of trust in all you do and teach students the importance of integrity, honesty, reliability and loyalty.
2. *Integrity*: Model high ideals of ethics and sportsmanship and always pursue victory with honor; teach, enforce, advocate and model the importance of honor and good character by doing the right thing even when it’s unpopular or personally costly.
3. *Honesty*: Don’t lie, cheat, steal or engage in or permit dishonest or unsportsmanlike conduct.
4. *Reliability*: Fulfill commitments; do what you say you will do; be on time.
5. *Loyalty*: Be loyal to your school and team; put the team above personal glory.
6. *Primacy of Educational Goals*: Be faithful to the educational and character-development missions of the institution and assure that these objectives are not compromised to achieve performance goals; always place the academic, emotional, physical and moral well-being of students above desires and pressures to win.
7. *Counseling*: Be candid with students and their parents about the likelihood of getting an scholarship or playing on a professional level. Counsel them about the requirements of many colleges preventing recruitment of students that do not have a serious commitment to their education, the ability to succeed academically or the character to represent their institution honorably.
8. *College Recruiters*: Be honest and candid with college recruiters about the character, academic abilities and interest of students.

B. Respect

1. *Respect*: Treat all people with respect all the time and require the same of students.
2. *Class*: Be a good sport, teach and model class, be gracious in victory and accept defeat with dignity; encourage students to help up fallen opponents, compliment extraordinary performance, and show sincere respect in pre and post-game rituals.
3. *Taunting*: Don't engage in or allow trash-talking, taunting, boastful celebrations, or other actions that demean individuals or the activity.
4. *Respect Officials*: Treat contest officials with respect; don't complain about or argue with official calls or decisions during or after an event.
5. *Respect Parents*: Treat the parents of students with respect; be clear about your expectations, goals and policies and maintain open lines of communication.
6. *Profanity*: Don't engage in or permit profanity or obscene gestures during practices and events, on team buses, or in any other situation where the behavior could reflect badly on the school or its programs.
7. *Positive Coaching/Advising*: Use positive methods to make the experience enjoyable for students, increase self-esteem and foster a love and appreciation for the activity. Refrain from physical or psychological intimidation, verbal abuse, and conduct that is demeaning to students or others.
8. *Effort and Teamwork*: Encourage students to pursue victory with passion, to think and play as a team, to do their best and continually improve through personal effort and discipline. Discourage selfishness and put less emphasis on the final outcome of the contest.
9. *Professional Relationship*: Maintain appropriate, professional relationships with students and respect proper teacher-student boundaries. Sexual or romantic contact with students is strictly forbidden as is verbal or physical conduct of a sexual nature directed to or in view of students.

C. Responsibility

1. *Life Skills*: Always strive to enhance the physical, mental, social and moral development of students and teach them positive life skills that will help them become well-rounded, successful and socially responsible.
2. *Advocate Education*: Advocate the importance of education beyond eligibility standards and work with faculty and parents to help students set and achieve academic goals.
3. *Advocate Honor*: Prominently discuss the importance of character, ethics and sportsmanship in materials about the athletic program and vigorously advocate the concept of pursuing victory with honor in all communications.
4. *Good Character*: Foster the development of good character by teaching, enforcing, advocating and modeling (T.E.A.M.) high standards of ethics and sportsmanship and the Six Pillars of Character.
5. *Role Modeling*: Be a worthy role model; always be mindful of the high visibility and great influence you have as a teacher/coach/advisor and consistently conduct yourself in private and coaching situations in a manner that exemplifies all you want your students to be.

6. *Personal Conduct*: Refrain from profanity, disrespectful conduct, and the use of alcohol or tobacco in front of students or other situations where your conduct could undermine your positive impact as a role model.
7. *Competence*: Strive to improve coaching competence and acquire increasing proficiency in coaching/advising principles and current strategies, character-building techniques, and first-aid and safety.
8. *Knowledge of Rules*: Maintain a thorough knowledge of current game and competition rules and assure that your students know and understand the rules.
9. *Positive Environment*: Strive to provide challenging, safe, enjoyable and successful experiences for the athletes by maintaining an environment that is physically and emotionally safe.
10. *Safety and Health*: Be informed about basic first aid principles and the physical capacities and limitations of the age-group coached.
11. *Unhealthy Substances*: Educate students about the dangers and prohibit the use of unhealthy and illegal substances including alcohol, tobacco and recreational or performance-enhancing drugs.
12. *Eating Disorders*: Counsel students about the dangers of and be vigilant for signs of eating disorders or unhealthy techniques to gain, lose or maintain weight.
13. *Physician's Advice*: Seek and follow the advice of a physician when determining whether an injured student is ready to participate.
14. *Privilege to Compete*: Assure that students understand that participation in extra-curricular programs, including athletics, is a privilege, not a right, and that they are expected to represent their school, team and teammates with honor, on and off the field. Require your students to consistently exhibit good character and conduct themselves as positive role models.
15. *Self-Control*: Control your ego and emotions; avoid displays of anger and frustration; don't retaliate.
16. *Integrity of the Game*: Protect the integrity of the activity; don't gamble or associate with professional gamblers.
17. *Enforcing Rules*: Enforce this Code of Conduct consistently in all related activities and venues even when the consequences are high.
18. *Protect Athletes*: Put the well-being of students above other considerations and take appropriate steps to protect them from inappropriate conduct.
19. *Access*: Help make a broad spectrum of activities experiences available to all diverse communities.
20. *Improper Commercialism*: Be sensitive to and avoid unwholesome commercialism including inappropriate exploitation of your name or the name of the school and undue financial dependence on corporate entities.

D. Fairness

Fair and Open: Be fair in competitive situations, selecting a team, disciplinary issues and all other matters; be open-minded and willing to listen and learn.

E. Caring

1. *Safe Competition*: Put safety and health considerations above the desire to win; never permit students to intentionally injure any player or engage in reckless behavior that might cause injury to themselves or others.
2. *Caring Environment*: Demonstrate concern for students as individuals and encourage them to look out for one another and think and act as a team.

F. Citizenship

1. *Honor the Spirit of Rules*: Observe and require students to observe the spirit and the letter of all rules including the rules of the activity and those relating to eligibility, recruitment, transfers, practices and other provisions regulating your activity.
2. *Improper Gamesmanship*: Promote sportsmanship over gamesmanship; don't cheat. Resist temptations to gain competitive advantage through strategies or techniques (such as devious rule violations, alteration of equipment or the field of play or tactics designed primarily to induce injury or fear of injury) that violate the rules, disrespect the highest traditions or the activity or change the nature of competition by practices that negate or diminish the impact of the core skills that define the activity.
3. *Integrity*: Refrain from participating in any recruitment or solicitation of a prospective student or the prospective student's relatives for the District's interests for the purpose of securing the prospect student's enrollment and ultimate participation in the District's extra-curricular or athletic program; refrain from engaging in any undue influence for the purpose of inducing a student, or his or her parents or guardian, to enroll in, transfer to, or remain in, the school District for the purpose of participating in the District program; refrain from directly or indirectly providing students with a salary, gratuity, educational expenses, excessive or improper expenses, awards, benefits, cash or the equivalent thereof for the student's participation in the District's programs.

Pursuing Victory With Honor: Sportsmanship, Ethics, and Character Building Resources

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