

## **Coach's Code of Conduct**

Coaching Astoria Youth Baseball (AYB) is a privilege and a position of trust. As a coach appointed by the AYB Board of Directors, you serve an important role in the athletic and personal development of youth in our community.

AYB is committed to teaching and modeling the values of trust, sportsmanship, citizenship, responsibility, respect, fair play, and teamwork. Coaches are expected to uphold these values at all times.

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### **Coaching Standards**

As an AYB Coach, I agree to the following:

- I will promote good sportsmanship, teach sound baseball fundamentals, and foster an environment where athletes can enjoy the game.
- I understand that a team's reputation is built not only on skill and performance, but also on courtesy, respect, and conduct toward teammates, opponents, officials, and spectators.
- I will treat players, parents, officials, fellow coaches, and spectators with respect at all times.
- I will refrain from physical, verbal, or emotional abuse of any official, coach, player, or spectator.
- I will not engage in obscene gestures, profanity, or hostile behavior.
- I will maintain a positive and age-appropriate environment at all practices, games, and team activities. Music, if played, must be suitable for a youth setting. I shall avoid music containing explicit, profane, obscene, or sexually explicit content and should exercise sound judgment consistent with the developmental age of the players present.
- I will maintain conversational tones when addressing players, umpires, parents, or other coaches.
- I will not complain about or criticize umpire decisions to players or spectators.
- I understand that only coaches may address an umpire regarding rule interpretations, and such discussions must be conducted respectfully and calmly. Once an umpire's decision is final, I will not continue to protest.
- I recognize that umpires, like players and coaches, may make mistakes, and I will model respect for their role in the game.
- I will not consume or be under the influence of alcohol or illicit drugs at games, practices, or any AYB function.
- I will not use tobacco or vapor products on fields, in dugouts, or during any AYB activity.
- I will properly care for league equipment, facilities, and keys entrusted to me and ensure all items are returned in good condition at the end of the season. I understand that my eligibility to coach next year may be impacted by failure to return equipment in a timely manner.

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### **Definition of Abuse**

For purposes of this Code, "abuse" includes any physical, verbal, or emotional conduct by a person in a position of authority that demeans, ridicules, humiliates, intimidates, embarrasses, or otherwise belittles a player or other individual.

Abuse also includes engaging in verbal or physical altercations with another adult in the presence of athletes or while serving in any official AYB capacity.

AYB maintains a zero-tolerance stance toward abusive behavior.

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### **Reporting Concerns or Complaints**

Any individual wishing to file a formal complaint regarding a potential violation of this Code of Conduct must submit the complaint in writing.

Written complaints should:

- Be submitted via email to the AYB Board of Directors at [astoriayouthbaseball@gmail.com](mailto:astoriayouthbaseball@gmail.com), or
- Be delivered in writing to any current Board member for formal submission to the Board.
- The complaint should include:
  - Date(s) of the incident
  - Location
  - Individuals involved
  - A factual description of the conduct observed

All complaints will be reviewed in accordance with the procedures outlined in the AYB Bylaws. The Board will follow the investigative and review process established therein.

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### **Communication & Resolution Protocol**

Astoria Youth Baseball encourages respectful, direct communication between families and coaches as the first step in resolving routine concerns.

#### **1. Direct Communication First**

Parents or guardians are expected to address routine concerns (including playing time, role clarity, skill development, or team dynamics) directly with the Head Coach before contacting the Board.

Open communication strengthens relationships and prevents misunderstandings.

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### **2. 24-Hour Rule**

To promote thoughtful and productive conversations, AYB encourages adherence to the "24-hour rule."

Parents should wait at least 24 hours following a game or emotionally charged situation before initiating discussion with a coach. This cooling-off period supports constructive dialogue rather than reactive confrontation.

### **3. Appropriate Escalation**

Concerns should be elevated to the Board only when:

- The issue involves safety, abuse, or misconduct
- Direct communication has been attempted in good faith and remains unresolved
- The matter involves policy interpretation
- The concern extends beyond routine coaching discretion

Formal complaints must follow the written submission procedure outlined in the AYB Bylaws.

### **4. Coach Responsibility**

Coaches are expected to:

- Be accessible and responsive to reasonable parent inquiries
- Engage respectfully in solution-oriented discussions
- Avoid dismissive or confrontational responses

The goal is resolution at the lowest appropriate level whenever possible.

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### **Player Communication & Support Protocol**

Coaches shall avoid engaging in private, one-on-one conversations with athletes regarding sensitive matters, including but not limited to team placement, playing time, participation status, or performance concerns, where such discussions could reasonably create emotional discomfort or confusion for the player.

When conversations involving sensitive or potentially impactful subjects are necessary, coaches are expected to ensure that a parent, guardian, or designated support adult is present or aware of the discussion.

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This guideline is intended to protect players, promote transparency, and prevent misunderstandings. Astoria Youth Baseball recognizes that athletes may interpret feedback differently depending on age and developmental stage. Maintaining appropriate communication settings supports the well-being of players while protecting coaches and families alike.

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**Revised Player Communication & Support Protocol**

Coaches play an important role in mentoring athletes and supporting their emotional and athletic development. Thoughtful, age-appropriate one-on-one conversations between coach and player are often an important part of that process and are encouraged when conducted professionally and constructively.

When discussing routine performance feedback, skill development, encouragement, or goal setting, coaches should use sound judgment and maintain an environment that is visible, appropriate, and consistent with youth sports best practices.

For conversations involving sensitive matters — including but not limited to team placement, playing time decisions, participation status, or significant performance concerns — coaches are expected to exercise additional care. When such discussions could reasonably create emotional impact or misunderstanding, a parent, guardian, or designated support adult should be informed or included as appropriate.

Concerns involving player safety, mental health, family matters, or issues extending beyond routine coaching responsibilities should be referred to the Board in accordance with AYB policies.

This guideline is intended to protect players, support healthy development, promote transparency, and prevent misunderstandings, while preserving the important mentoring relationship between coach and athlete.

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I acknowledge that I have read, understand, and agree to abide by the Astoria Youth Baseball Coach Code of Conduct.

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Name (Printed)

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Signature

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Date

Revised 3/1/2026