



Code of Ethics

It is difficult to specify in exact terms all of the actions which could be deemed as prejudicial to the practices of Amateur Sports Coaching and the best interests of Surrey Storm Fastpitch (SSF). Violations will be handled by the SSF and may lead to the dismissal of the coach, assistant coach or manager. The following are only a few of the items, which could be considered as breaches of the SSF Code of Ethics.

1. SSF Coaches should adhere to the standards of personal and Amateur Sport behaviour which reflect credit on SSF and the whole process and practice of Sports Coaching.
2. Coaches should not misrepresent their qualifications, affiliations or amateur coaching competence to the SSF or to their athletes.
3. All Coaches must complete and hand in, the CONSENT FOR DISCLOSURE OF CRIMINAL RECORD INFORMATION form to the RCMP and report all convictions or alleged criminal activities that specifically involved them to the SSF.
4. Acts of misconduct and gross misconduct will not be accepted of SSF Coaches.
 - a. Examples of misconduct are:
 - i. lack of application
 - ii. unreasonable/unexplained absences
 - iii. willful damage to equipment
 - iv. unwarranted forfeiture of games
 - b. Examples of gross misconduct are:
 - i. physical (violence)
 - ii. any verbal/physical/sexual abuse of athletes, opponents and officials
 - iii. dishonesty
 - iv. alcohol/drug abuse
 - v. falsification/misrepresentation
5. Coaches shall refrain from public criticism of fellow coaches. Differences of opinions should be dealt with on a personal basis. More serious disputes should be brought to the attention of the SSF
6. No smoking while coaching and show respect by refraining from smoking in front of athletes.
7. No drinking alcoholic beverages when working with athletes.

8. Never allow or give an underage athlete alcoholic beverages.
9. Never condone the use of drugs or other performance enhancing substances.
10. Recognize and accept when to refer athletes to other coaches. It is unacceptable for a coach to hold back a talented athlete to obtain personal benefit or reward.
11. Respect athlete's dignity. Criticism shall be directed at the performance and not the performer. It is inappropriate to make demeaning comments of a personal nature since positive self-concept is one of the goals of effective coaching.
12. The coach must act in the best interest of the athlete's development as a whole person.
13. The coach must act with integrity in performing all duties owed to the athletes, the sport, and other members of amateur coaching, parents and the fans.
14. The coach must maintain the highest standards of personal conduct and support the principals of Fair Play. Always treat opponents and officials with due respect and encourage athletes to do likewise.
15. Coaches must consider the athletes' future health and well being as foremost when making decisions regarding an injured athlete's ability to continue playing or training.
16. Coaches should pursue other avenues to expand their credentials as an amateur coach.
17. Ensure the activity being undertaken is suitable for the age, experience, ability and fitness level of the athletes.
18. Communicate and co-operate with the athlete's parents/legal guardians, involving them in management decisions pertaining to their child's development.
19. At no time become intimately and/or sexually involved with their athletes.

Fair Play Guidelines

Integrity, fairness and respect are the principles of fair play. With them, the spirit of competition thrives, fuelled by honest rivalry, courteous relations and gracious acceptance of the results.

A fair play coach believes and teaches that sport is an ethical pursuit, one that builds character and shapes attitudes. As an association, our fair play aims are to:

- help our athletes develop a positive self-image
- promote respect for the rules, officials, their decisions and opponents
- encourage a constructive attitude toward competition
- develop a sense of dignity under all circumstances
- provide an equal opportunity to learn new skills
- encourage these individuals to continue participation in sport

As a coach, we are one of the most influential people in a child's life. Our job is not only to teach how to hit a ball, but also to teach how to win and lose gracefully. We must remind them that sport is meant to be fun. The athletic skills these young people learn from us may only be used for a few years. The attitudes they develop towards themselves and others will last a lifetime.

The following are codes for the administrators, parents, coaches and players of Surrey Storm Fastpitch.

Administrator's Code

1. Ensure equipment provided meets safety standards and is appropriate to the maturity of the athletes.
2. Distribute a code of ethics for good sportsmanship.
3. Assist parents, coaches, players, sponsors and physicians in understanding their authority and responsibility for fair play in sports.
4. Ensure proper supervision is provided by certified, proven coaches capable of promoting good sportsmanship and good technical skills.
5. Offer clinics to improve the standard of coaching and technical skills.

Parent's Code

1. Do not force an unwilling child to participate in sports.
2. Remember children are involved in organized sports for their enjoyment, not yours.
3. Encourage your child to always play by the rules.
4. Teach your child that an honest effort is as important as victory.
5. Turn defeat into victory by helping your child work toward skill improvement and good sportsmanship.
6. Never ridicule or yell at your child for making a mistake or losing a game.
7. Remember children learn by example. Applaud good plays by your team and by the members of the opposing team.
8. Do not publicly question the umpires judgment and never their honesty.
9. Support all efforts to remove verbal and physical abuse from children's sports. Condemn the use of all forms of violence.
10. Recognize the value and importance of volunteers, coaches, executive, etc. They give their time and resources to provide a place for your child to play.
11. At games, be on your best behaviour. Don't use profane language or harass players, coaches or umpires.

Coach's Code

1. Be reasonable in your demands on the player's time, energy and enthusiasm. Remember they have other interests.
2. Teach your players that rules of the game are mutual agreements, which no one should evade or break.
3. Avoid over playing talented players; every player needs and deserves equal playing time.
4. Treat all players equally; do not show favoritism either through comments or actions.
5. Remember that children play for fun and enjoyment and that winning is only part of it.
6. Never ridicule or yell at the players for making mistakes or losing a game.
7. Ensure all equipment meets safety standards and is appropriate to the age of the players.

8. The scheduling and length of practice times should take into consideration the maturity level of the players.
9. Develop team respect for the ability of opponents as well as for the judgment of the umpires and opposing coaches.
10. Do not publicly question the umpires' judgment and never their honesty.
11. Follow the advice of a physician when determining when an injured player is ready to play.
12. Remember that children need a coach they can respect. Be generous with your praise when it is deserved, and set a good example.
13. Make a personal commitment to keep yourself informed on sound coaching principles and the principles of the growth and development of children.

Player's Code

1. Play for the fun of it, not to please your parents or coach.
2. Play by the rules.
3. Never argue with the umpires' decision. Let your coach ask any necessary questions.
4. Control your temper - no mouthing off, throwing bats, helmets or other equipment.
5. Work equally hard for yourself and your team.
6. Be a good sport. Cheer for all good plays, yours and your opponents.
7. Treat: all players, as you would like to be treated.
8. Remember the goals of the game are to have fun, improve your skills and feel good.
9. Co-operate with your coach, teammates and opponents, for without them you have no game.

Coach and Player Selection Guidelines

Objectives:

1. To strengthen the competitive Fastpitch Rep System within District #7 and that of Softball BC
2. To provide a Fastpitch Rep System (both "A" & "B") whereby the athletes may remain in their own district, i.e. District #7
3. To provide competent coaches to the Rep Program
4. To provide a Fastpitch Rep System whereby the athletes will obtain optimum exposure for scholarship opportunities, community recognition, and possible selection to a Canadian National, Provincial or Olympic team
5. To promote community and provincial spirit and pride
6. To enhance the development of youth through "Excellence in Sport"

Coach selection method

1. All Coaches, Assistant Coaches and Managers who are interested in coaching or managing, whether it is "A" or "B" teams must complete the application form as provided by Surrey Storm Fastpitch (SSF) and submit it to the Surrey Storm Fastpitch Executive on or before September 1st of each year.

2. Once all applications have been received by the date specified and recommendations, if any, are reviewed, the SSF, acting as a committee of the whole, will make the final selection of coaches. All coaches, who have been selected to coach a Surrey Storm Fastpitch team, will be notified as soon as possible.
3. All Head Coaches will have N.C.C.P. Certification by the start of the current season as outlined by Softball BC in articles 12.4 and 14.4 of the Constitution and Operating Rules Handbook.
4. All SSF Coaches and Managers must adhere to the Player/Coach Selection Guidelines as well as the Code of Ethics. Failure to do so will be considered a breach of process, and upon review by SSF, could result in dismissal of the offender (s).

Note: Prior to submitting the application, each prospective coach and/or manager must read and agree to abide by the selection guidelines and the code of ethics.

Head coach position

Preferential consideration may be given to an individual who has applied for this position and has exceeded the minimum requirements as outlined in the Coach Selection Method. Coaches' children should be able to compete at the level the coach has applied for. All coaches' references and/or Past Associations will be checked.

Head Coach is responsible for submitting team financial statement at end of season to the executive.

Assistant coach position

All Assistant Coaches must have Level 1 N.C.C.P. Certification. However preferential consideration may be given to an individual that has applied for this position who has exceeded the minimum requirements as outlined in the Coach Selection Method. Assistant coaches' children should be able to compete at the level for which the Assistant coach has applied.

All coaches' references and/or past Associations will be checked.

General

The Surrey Storm Fastpitch Executive must ensure the Coaches within the Storm Program are not only qualified through the National Coaching Certification Program but also possess the skills, experience and personality to successfully coach the athletes that come under their tutelage, so these athletes may develop in a positive environment. Surrey Storm Fastpitch will encourage Coaches to complete additional and applicable courses, and to participate in coaching seminars.

The Surrey Storm Fastpitch Code of Ethics is to be adhered to by all head coaches, assistant coaches and managers of each Surrey Storm Team. Breaches of the Surrey Storm Fastpitch Code of Ethics are to be brought to the attention of the Surrey Storm Fastpitch Executive for examination. If the breaches are substantiated, the offender(s) will be requested to resign his/her position.

Recommendations

The coaching staff of a Surrey Storm Fastpitch Team should consist minimally of the following personnel.

- one (1) head coach
- two (2) assistant coaches
- one (1) manager

- one (1) treasurer

Surrey Storm Fastpitch Coaches will be expected to participate in any off-season weekly clinic evaluations/meetings within their respective divisions.

Player selection method

1. All interested fastpitch players shall start out practicing together in the applicable Divisions, i.e. Squirt,-Peewee, etc.
2. Should the number of athletes in a particular division be such that it becomes ineffective to have all practicing together, it will be left to the discretion of the coaches involved to implement a system whereby the practice numbers are manageable. Bearing in mind each athlete must be given a fair and equal opportunity to compete for a position of his/her choice. SSF will assist in this matter if deemed necessary.
3. All of the coaches, "A" and "B", in their respective divisions are expected to attend these practices and participate equally in the running of same.
4. The "A" team(s) shall be comprised of those athletes who have expressed the desire to play "A" ball as well as those players who possess the ability to compete in this category. All "A" teams are to be tiered, unless tiering is not possible due to a lack of "A" Players.
5. Remaining athletes not selected to the "A" Program are to be filtered into the "B" Program for consideration and possible selection. These teams are not required to conform to the Tier System.
6. The names of those athletes who are not selected for either "A" or "B" Programs will be returned to their respective Member Association for "C" Team selections.
7. Each team in the "A" & "B" divisions must, by the applicable deadline, have a minimum of 11 players selected to their roster. Refer to 449 for deadline dates.
8. Each coach will provide to the SSF Registrar a team roster, complete with name, association, phone #, birthday and Softball BC #for those athletes that will comprise their roster.
9. Selection of the Teams by the Coaches will take place as soon as possible.
 - a. "A" Team rosters are to be finalized by no later than January 31st.
 - b. "B" Team rosters are to be finalized by no later than February 15th.
10. This will ensure the House System in each respective Member Association may form their teams with minimal delay.
11. If the situation arises where, due to injury, illness, or unforeseen circumstance rendering a pre-selected player unable to play, and an 'A' team needs to recruit a player after the selection process has taken place, the 'A' coach will observe the following guidelines:
 - a. The 'A' coach will contact the Surrey Storm Fastpitch President. The President will then proceed in the following manner:
 - i. Approach the "B" teams and their coaches and encourage any of them to consider playing for the "A" team.
 - ii. Should a player choose to move to the "A" team from a "B" team, the President will assist in finding a replacement player for that team.
 - iii. If there is no response from these teams, the President will then advise the home associations of the opening on the team and request their assistance in finding a suitable player.

12. If the situation arises where, due to injury, illness, or unforeseen circumstance rendering a pre-selected player unable to play, and a 'B' team needs to recruit a player after the selection process has taken place, the 'B' coach will observe the following guidelines:
 - a. The 'B' coach will contact the Surrey Storm Fastpitch President. The President will then advise the home associations of the opening on the team and request their assistance in finding a suitable player.
13. All divisional coaches concerned must inform one another of their desired selections of athletes prior to the rosters being finalized and those athletes being advised.
14. Coaches from the next older age group should rate players trying out for Storm. Senior team coaches should be selecting numbers 1-13, Junior team coaches should select 14-26. Underage players will not be able to play up a division without the written permission from the SSF Executive.
15. The cost to play with the Storm organization will be determined each season by the Storm Executive. Athletes selected to a Storm roster MUST be registered by Feb. 15th with SSF and submit the applicable registration fee to same.
16. All athletes will be issued a uniform described below.
17. Any request to vary from these guidelines must be submitted in writing to the SSF Executive by December 1 of the past season.

Note: A playing uniform will not be issued to a Storm athlete until that individual's registration fee has been collected.

General Policies

Policy statements are defined at SSF Executive and annual general meetings.

Travel expenses:

SSF will contribute to traveling expenses up to:

1. \$2,000.00 to an 'A' team traveling to a National Championship
2. \$1,000.00 to any team traveling to a Western Canadian Championship
3. \$250.00 to a team(s) traveling to a Provincial Championship or BC Summer Games to a maximum total of \$1000/year as committee finances dictate.

Travel is defined as not being capable of returning home at the end of a day's play. The amount paid will be at the discretion of the committee as the budget allows.

Clothing Purchases:

The Uniform director is responsible for the placement of team clothing orders for all Storm teams. The team must pay for clothing before delivery.

Teams are not to purchase unauthorized clothing.

Reimbursement of Expenses to Member Associations

The SSF will pay for some expenses incurred by the member associations on behalf of the SSF. These include: \$20 per player, up to \$240 per team, playing out of member associations park.

Uniforms:

A playing uniform will not be issued to a Storm athlete until that individual's registration fee has been collected.

The female playing uniform consists of:

- Teal coloured jersey
- Black coloured jersey
- Black shorts
- Black hat
- White socks with a black stirrup.

Players sliding shorts will be white in colour. Teams are permitted, with prior committee approval, to purchase matching undershirts, sweatshirts, jackets, etc. in the Storm colours of teal and black

All players are issued 2 pair of socks and 1 black hat each season.

A Storm athletic bag is issued to every new Storm player. If required, existing players may be issued a new bag during their 4th season.

Coaches Dress Code

Coaches' dress code is black shorts/or pants and matching tops (White, or Black).

A team will be issued clothing for coaches:

- 1 Black hat per coach to a maximum of 3 per year
- 1 Storm golf shirt per new coach to a maximum of 3
- Replacement shirts will be issued on an as required basis only. i.e.: 3 year period

Team Funding:

1. The SSF will supply an amount of money to each team to offset the cost of tournaments and clinics. The amount will be set by the SSF with the budget prior to the start of the playing season.
2. Each team must supply a financial statement to the SSF after the playing season.
3. The team treasurer will hold no other position with the team, such as coach, assistant coach or manager. There are to be two (2) signing officers for team funds.

Team Equipment:

The SSF will supply to each team:

- 1 pair of black catcher's shin guards
- 1 black catcher's chest protector
- 1 black catcher's mask and helmet with throat protectors
- 12 game balls
- 1 equipment bag

- 1 banner
- 1 athletic bag
- 2 bats to first year Squirt teams

The member associations will supply:

- Fields for home games
- Lime for lining the field

Umpires:

The member associations will supply umpires. SSF will pay umpires. Umpires for Junior and Senior teams will be supplied by their leagues and payment is included in league fees

Tryouts:

Tryouts for all teams will start during the 3rd week of September. Tryouts will conclude for 'A' teams by January 31 and 'B' teams by February 15.

Playing out of Division:

The SSF Executive will not allow any player to tryout for or play on a team outside of their age category; a request for exception is subject to a written appeal. I.E. Mite player on a Squirt team

Sponsorship:

Teams may solicit sponsorship funding from any business or individual. The sponsors name may be added to the team banner. Some sponsors, specifically those selling alcoholic products or manufacturing tobacco products, can not have their names added to the banner.

Field Allocation:

The member associations will supply fields to SSF based on the number of players contributed to Storm.

- 0 - 9 players - no field
- 10 -18 players - up to 1 field
- 19 - 39 players - up to 3 fields
- 40 - 69 players - up to 6 fields
- 70 -100 players - up to 8 fields

Note: 1 field equals two (2) teams

Registration

All players must be registered and the registration fee paid by February 15th

1. All coaches will be given a registration form to be completed and handed in to the Registrar by the above date.
2. If the total registration fee was paid to a home association attach a copy of the receipt or cancelled cheque to the registration form or contact the SSF Registrar.

3. The team tournament funds will not be given to the team until the team is registered.

The Surrey Storm Fastpitch Executive reserves the right to make amendments to the above policies and guidelines as necessary.

Year end evaluations:

At the end of the playing year, the coaches of the team will jointly complete an evaluation of every player. The completed evaluations will be handed to the executive after the team has completed play for the season. The executive supplies the forms to the team.

There is a grading system on the evaluation of 1-5. The skills evaluated are basic softball skills, coach-ability, knowledge of the game etc. The coaches will rank the players as to relative position on the team. This ranking includes skills, knowledge and application during play. I.E. a player with high-ranking skills may be lower on the overall ranking because of a lack of understanding on how to apply those skills.

Player Representatives:

The position of Player Representative will be assigned to an executive member for each playing division. This representative will not be associated with the division; this means the representative has no child playing in the division. If a problem arises during the playing season, which cannot be resolved by the parents, player and coach, the representative will act as an arbitrator to resolve the conflict.

Evaluation Process:

All players will be invited to attend a two day evaluation in the fall of the current playing season (third and fourth weekend of September). A player would attend one (1) or both (2) half-day sessions over the two (2) weekends. Pitchers and catchers will be invited to attend a second session for further evaluation.

The players will be split into manageable groups and will be issued numbers. This will allow the evaluators to easily identify a player.

The evaluators will be selected from all coaches who have applied to coach for the next playing season. The player representatives for each division will co-ordinate the evaluations.

Guest evaluators, I.E. coaches from other divisions, will be invited to assist.

Volunteers from the attending parents will run the drills as directed by the coaching staff in attendance.

After the evaluation weekends, the players will be grouped by skill-level for assignment to November tryout gyms.

All players will be invited to tryout in November and where possible will be assigned to a gym with like-skilled players.

A player may not be selected to play for Storm if that player has not attended a September/November tryout session unless missed due to a valid reason.

In the event of a player being selected to play for an "A" team and the player declines the invitation, they will be made available to the "B" team.

The player representative will contact the parents and try to determine the reason for the decision and where necessary present this to the executive. The player representative will document the results of the meeting.

Surrey Storm Fastpitch Policies and Guidelines

An outcome of this process will be the assessment of the available skill to determine how many teams and at what level Storm will field in the coming playing season.