



Adult Code of Conduct

Welcome to the NICA community! NICA's code of conduct supports our mission, vision and values and exists to guide behavior and help maintain a culture of safety, responsibility and respect at NICA activities and events. All staff, coaches, and volunteers within the NICA community are role models and leaders. It is our job to help student-athletes and other adults behave in a safe, responsible and respectful manner during all NICA activities and events, whenever interacting with NICA community members, and while conducting any electronic communication or social media connected to NICA.

Please carefully review the following expectations:

As an adult associated with NICA, a youth development organization, I agree to:

- Follow NICA policies, rules, guidelines and training at all times.
- Prioritize participants' safety at all times. Your primary role is to ensure the physical, social and emotional safety and then the success of participants within each activity or event.
- Follow athlete abuse prevention policies, rules, guidelines and training, particularly:
 - Avoid engaging in behavior that could be interpreted as "grooming." NICA's Athlete Abuse Prevention Training is required for coaches and available to all NICA long-term volunteers. Examples of behaviors to avoid include making sexual comments in the presence of a student-athlete or setting-up 1:1 time with a student-athlete.
 - All planned 1:1 interaction between a student-athlete and coach must be observable and interruptible. That is, they must take place where another adult can see what is happening and intervene if the interaction looks inappropriate. For example, unless they are immediate family members coaches should not be 1:1 with student-athletes in a vehicle or for a bike ride.
 - If unplanned situations that result in 1:1 contact with a student-athlete occur, be sure to report to three other coaches, including team leadership. Include how that circumstance occurred and how long you were 1:1.
 - Remember the 1:1 policy applies to phone, social media, online or other virtual communications. Use your team or league platforms to communicate with student-athletes and keep electronic communications transparent, accessible, and professional.
 - Practice athlete abuse prevention strategies throughout the year, not just during the season.
- Treat others with respect.
 - Sexual harassment by NICA community members is not tolerated. These forms of harassment include, but are not limited to: offensive or unwelcome sexual flirtations, advances or propositions, repeated verbal abuse of a sexual nature, or graphic or degrading comments about an individual and/or their appearance. The display of sexually suggestive objects or pictures and any offensive or abusive physical contact will also not be tolerated.
 - Discrimination by NICA community members is not tolerated. NICA prohibits discrimination and harassment of any type with regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.
- Address all concerns brought to your attention. If you see or hear something that in any way compromises the safety of our community, or is not aligned with NICA expectations, it is your job to intervene (within your ability) and inform your team leadership, league leadership or national director.
- When coaches are acting in their roles as coaches, and have decision-making and or supervision responsibilities for student-athletes, they may not be under the influence of drugs or alcohol. This holds for league and event staff and volunteers when they are acting in their roles with decision-making and or supervision responsibilities for student-athletes.
- Operate within your NICA training and experience, and provide NICA-approved activities.
- Use your best judgment. If you have concerns that a task, project or activity you are working on is dangerous, or is not going to meet the agreed-upon objectives, tell the person in charge.
- Be supportive. If a fellow NICA community member is struggling, support them. If you are unable, tell the person in charge that assistance is needed.
- Be transparent. If you have a concern, share it with the person in charge. If the person in charge is the person with whom you have a concern, share it with your league director.
- Support each individual in their leadership role.
- Work as a team. Present a cohesive environment to the student-athletes, their families and the broader NICA community.
- Communicate intentionally. Be open to giving and receiving feedback.
- Be clear and consistent with student-athletes and guardians in defining when and where a NICA activity starts and ends.
- When leading or promoting an activity not associated with NICA, be sure to clearly communicate the activity is not a NICA activity.

By signing my name below, I acknowledge that I understand the expectations of the code of conduct and agree to abide by these expectations during all NICA activities and events, whenever interacting with NICA community members, and while conducting any electronic communication or social media connected to NICA.

I will follow NICA policies, rules and guidelines including the NICA Handbook, NICA Athlete Abuse Prevention Policies, Concussion Awareness and NICA Guide to Electronic Communications and Social Media. I understand that failure to follow policies, rules, expectations and guidelines may lead to my suspension or expulsion from national and/or league and team activities.

PRINT NAME

SIGN NAME

DATE