



# Hamilton Serbians Youth Soccer Club - HSYSC

## VOLUNTEER AND COACH CERTIFICATION POLICY

The foundation of Hamilton Serbians / Hamilton Serbians Youth Soccer Club legacy has been built upon decades of volunteer members who generously dedicate their personal time to support our club and propel organizational growth and success. Our volunteer members hold various capacities and responsibilities and without volunteers our club could not sustain itself.

**Volunteer members include and are not limited to the following roles: coach, assistant coach, trainers, team managers, club executive, event volunteers.** This policy outlines responsibilities and behaviours expected from all coaches and volunteers, to uphold integrity in all our operations, safety and care for all our athletes, and to provide an enjoyable soccer experience for all participants.

### **Volunteers:**

Volunteers are essential to the operation of successful soccer programming and club operations.

- 1.a. Volunteers will cooperate with others and perform duties assigned to them by a club executive or certified coach.
- 1.b. Volunteers will follow HSYSC Policies, Code of Conduct / Zero Tolerance, Code of Conduct to Protect Children.
- 1.c. Volunteers will abide by HSYSC Constitution and By-Laws.
- 1.d. Volunteers will perform their assigned duties without payment of fees, wages, salary and without expectation of compensation, other than reimbursement of pre-approved expenses.
- 1.e. Volunteers interacting with children are required to be supervised at all times by a club executive or certified club coach.
- 1.f. All volunteers in capacity of interacting with children on an ongoing basis within our soccer training programs are required to complete certifications and background screening.
- 1.g. Volunteers will follow the Ontario Soccer, Canada Soccer, and League Rules and Regulations

### **Volunteers interacting with children, adolescents, adult athletes:**

All volunteers interacting with children must be provided the HSYSC Code of Conduct to Protect Children and be aware of how to report any suspicion of child abuse, and what to do if inappropriate conduct by another adult or HSYSC member is witnessed, reported or suspected.

**Volunteers interacting with children on an ongoing basis within our soccer training programs are required to complete the following minimum certification and background screening:**

- 1 – Respect In Sport for Activity Leaders, by Ontario Soccer
- 2 – Background Screening of Criminal Records Check (CRC) with Vulnerable Sector Check (VSC), by local Police Services, updated every 3 years



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All volunteers interacting with athletes of all ages have the responsibility to appropriately conduct themselves with integrity, care, and support for athlete physical and emotional safety.

### **Coaches:**

A coach helps improve the performance of athletes and teams, both physically and psychologically. When a player signs up for soccer they expect to play and learn, and want to do this in an enjoyable environment. To effectively coach and develop players one must have a high degree of integrity and sound knowledge of the game as it relates to skill, technique, tactics, fitness and Laws of the Game.

- 1.a. Coaches will complete Ontario Soccer certifications and meet HSYSC certification requirements for their respective role.
- 1.b. Coaches will cooperate and follow the skills programming provided by the club Technical Director to build on long term player development each year.
- 1.c. Coaches will conduct themselves with highest degree of integrity and respect for all towards athletes, parents, peers and members of the community.
- 1.d. Coaches will continuously seek to improve their knowledge of the game and input for new ideas to develop their training skills.
- 1.e. Coaches must seek the potential a player has, and develop that potential to make them the best player they can be within an enjoyable environment for all participants.
- 1.f. Coaches will accept diversity to ensure feelings of safety and belonging within our soccer programming and community regardless of ability or background.
- 1.g. Coaches will include culturally appropriate activities to ensure all ethnicities, abilities and backgrounds are respected.
- 1.h. Coaches are responsible for the safety and well-being of athletes in their care at all times, and while overseeing volunteers assisting in their program.
- 1.i. Coaches will abide by all rules and regulations set by HSYSC, Ontario Soccer, Canada Soccer and League Districts including but not limited to: HSYSC policies, HSYSC Constitution & By-Laws, HSYSC Code of Conduct / Zero Tolerance, HSYSC Code of Conduct to Protect Children.



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### **Coach Certification:**

HSYSC requires the following Ontario Soccer coaching certifications and supervision protocol for all members interacting with children. These certifications will also determine registration eligibility to participate on the team bench as a Team Official during Ontario Soccer sanctioned games.

**Head Coaches** are required to complete the full certification mandated by Ontario Soccer/Canada Soccer:

- Fundamentals; Learn to Train, and/or Soccer for Life
- [NCCP Make Ethical Decision \(MED\) Workshop + Online Evaluation](#)
- [Respect in Sport for Activity Leaders \(Soccer\)](#)
- [NCCP Making Head Way in Sport \(Soccer\)](#)
- [NCCP Emergency Action Plan](#)
- [NCCP Understanding the Rule of Two](#)
- Background Screening of Criminal Record Check (CRC) with Vulnerable Sector Check (VSC)

**Assistant Coaches/Team Managers are required to complete:**

- Respect in Sport for Activity Leaders (Soccer)
- Background Screening of Criminal Record Check (CRC) with Vulnerable Sector Check (VSC)

**Assistant Volunteers (non-certified, adolescent volunteers, adult volunteers):**

- must always be under the direct supervision of a HSYSC fully certified coach OR a certified Assistant Coach/Team Manager while supporting soccer related activities involving children
- are not permitted to be left alone with children without direct supervision by a HSYSC fully certified coach OR a certified Assistant Coach/Team Manager

### **Certification Reimbursement by HSYSC:**

All completed coaching courses and certifications will be refunded to the HSYSC volunteer member upon successful course completion and proof of payment submitted to club Treasurer for reimbursement.