



## CONVENANT AGREEMENTS RULES OF CONDUCT COACHES, TRAINERS AND OTHER MEMBERS TEAM STAFF

1. Coaches, trainers and supervisors have an exemplary function and appropriate behavior may be expected of them.
2. So not: swearing, spitting, offensive behavior, alcohol, drugs, etc.
3. So yes: respect for: players, board, opponents, referees, supporters, parents, etc.
4. In short: treat each other as you would like to be treated!
5. Coaches, trainers and supervisors set an example in terms of order, punctuality, integrity and discipline and also perform educational tasks outside the ice rink. A safe sports environment is provided on all fronts.
6. A good ice hockey player is based on fun, discipline and work. Coaches, trainers and supervisors have an educational task in this respect and carry it out as consistently as possible.
7. Coaches, trainers and supervisors refrain from discriminatory, belittling or intimidating remarks and behaviour. Make no distinction based on religion, belief, political opinion, race, gender, sexual orientation, cultural background, age or other characteristics.
8. In principle, participation in trainers' and coordination meetings is mandatory for coaches, trainers and supervisors.
9. Coaches, trainers and supervisors ensure that training material (training shirts, goals, cones, first aid kit, etc.) is properly maintained. They also ensure that competition equipment (for example bib and competition shirts) is not used during training.
10. Coaches, trainers and supervisors are aware that Kemphanen considers fun to be of paramount importance. This means that the aim is as much as possible for equal ice time for every player. Exception is U17 (last period) and our performance teams U21 and Team1.
11. Coaches, trainers and supervisors are extremely alert to bullying and try to keep everyone enjoying our beautiful sport.
12. Coaches, trainers and supervisors ensure that changing rooms are left tidy both at home and away.
13. Coaches, trainers and facilitators do not use their position to apply unreasonable or inappropriate pressure. Any form of abuse or inappropriate actions are not allowed under any circumstances.
14. In case of uncertainty or questions about the above, please contact the board or, if necessary, contact the Confidential Contact Person via [vcp@kemphanen.nl](mailto:vcp@kemphanen.nl).

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_