



Jr. Blue Devils Athlete Code of Conduct 2023

It is the duty of all concerned with the NJBD Volleyball program to emphasize the proper ideals of sportsmanship, ethical conduct and fair play. Athletes and parents are expected to respect the integrity and judgment of officials, to show courtesy to visiting teams and to recognize that an athletic contest is only a game. Please review the specific behavior guidelines below and your signature confirms your intent to abide by this Code of Conduct.

1. I will remain in good standing at Pinckneyville Middle School.
2. I will not violate any policy, procedure or regulation of Gwinnett County Schools or any other school district where we practice or participate in games.
3. I will emphasize the proper ideals of sportsmanship, ethical conduct and fair play.
4. I will show courtesy to visiting teams and all officials.
5. I will remember that an athletic contest is only a game.
6. I will understand and respect the rules of the game.
7. I will refrain from the use of profanity.
8. I will not disseminate pornographic images to my teammates.
9. I will not use the NJBD name to create any sort of social media page.
10. I will refrain from the use of drugs and alcohol.
11. I will not bring firearms, ammunition or other weapons to a game or practice.
12. I will give complete allegiance to my coach, who is the sole instructional authority for my team.
13. I will refrain from any activity that may incite spectators.
14. I will not criticize officials or undermine their authority in any way and I will not criticize fellow players.

INFRACTIONS OF ANY OF THE ABOVE IS CAUSE FOR A PLAYER TO BE REMOVED FROM THE TEAM WITHOUT NOTICE, SUSPENSION FROM PRACTICE AND GAMES/TOURNAMENTS AND/OR FUTURE ATTENDANCE OF ATHLETIC CONTESTS.

Signature of Athlete: _____

Date: _____



GRIEVANCE PROCEDURE & CODE OF ETHIC FOR PARENTS

Athletes and parents are ambassadors for NJBD. Your demeanor and support reflects NJBD.

Both parents and team members read and initial the following:

1. ____ ____ NJBD does not tolerate hostile, aggressive confrontations between parents, officials, coaches and/or athletes. This also includes confrontations between two constituents of NJBD.
2. ____ ____ Athletes and parents agree to use the NJBD communication process to express concerns with teammates, coaches, etc. This communication process helps maintain confidentiality and team unity.
3. ____ ____ Athletes and parents agree to direct other athletes and parents with issues and concerns to NJBD through the communication process.
4. ____ ____ Athletes, under no circumstances, will disseminate pornographic images of any kind to any of their fellow teammates.

Violation of these policies will result in the athlete's immediate dismissal from the program.

NJBD GRIEVANCE PROCEDURE

It is the goal of NJBD to have the majority of player concerns, problems, questions or issues discussed between the coaching staff and the player. This should be the case in all matters with the exception of financial issues. Any issues concerning the amount of play time given to an athlete on the court is the result of complex decision making, in the coach's opinion, of the athlete's ability, the athlete's potential, the team's needs at that moment, and the team's needs in the future. We will not require the coach to defend his/her thought process or conclusions in making these determinations, and it is improper for a parent to request that. **Players/parents are not to approach the coach during or at the competition site with any of these questions/concerns. The questions/concerns can be discussed with the coach after the next practice session separately from the team.**



Should the player have concerns they should be addressed through the following steps of the grievance process:

Step 1:

1. Player approaches the coach. Do not approach the coach during competition or at the competition site. The coach has 48 hours to respond to the player's request.
2. During the session, the player uses appropriate language and tone of voice to state her issue.
3. The coach advises the player on issues, skills or behaviors and instructs the player that they will review the issues in two weeks from the date of discussion.
4. The player and coach meet and discuss the player's progress at the end of the two weeks.
5. The coach and player decide if the issue is resolved or if more work needs to be done or if the player's parent and the NJBD President need to attend the next meeting.
6. If the player or parent is not satisfied with this meeting with the coach then a mandatory 24 hour cooling down period is required and enforced before this issue can be written up as a grievance and reported to the NJBD President.

Step 2:

1. No sooner than the 24 hours but no longer than 48 hours after the matter in question, a letter is to be submitted via email by the parent to the coach and copied to the President of NJBD.
2. The coach has 48 hours to respond to the parent's communication and set up a meeting with the parents and NJBD President.
3. The player, parent and the coach attend the meeting with the NJBD President. A plan of action is developed at this meeting.
4. The action plan should include a follow up meeting two weeks from the date of discussion.
5. The player, parent, coach and NJBD President meet at the end of two weeks to review the action plan if the issue is resolved no further meetings are needed. If the action plan requires further steps a new action plan can be written.
6. If the player or parent is not satisfied with the outcome a final written grievance can be submitted to the NJBD President at this point the decision of the President will be final.

Signature of Athlete: _____ **Date:** _____

Signature of Parent/Guardian: _____ **Date:** _____



PARENT CODE OF CONDUCT

As PARENT/GUARDIAN, I WILL (please initial next to each item):

___ Be a positive role model for my child and encourage sportsmanship by showing respect and courtesy, and by demonstrating positive support for all players, coaches, officials and spectators at every game, practice or other NJBD event.

___ Not engage in any kind of unsportsmanlike conduct with any official, coach, player, or parent such as booing or taunting; refusing to shake hands; or using profane language or gestures.

___ Come to the matches prepared to volunteer as a line judge, libero tracker, scorekeeper, score turner, or set-up and take-down as needed to ensure a successful match for the NJBD players and opposing teams.

___ Remain in the spectator areas during all games unless you are on the working team.

___ Respect the officials and their authority during games.

___ Never question, discuss, or confront coaches at the competition, or just before or after a practice, and will take time to speak with coaches at an agreed upon time and place.

___ Refrain from coaching my child or other players during games and practices. Refrain from entering gym during practice.

___ Encourage my child to discuss issues with the coach.

___ Never ridicule or yell at my child or other participants for making a mistake.

___ Teach my child that doing one's best is more important than winning, so that my child will never feel defeated by the outcome of a game or her performance.

___ Demand that my child treat other players, coaches, officials, parents and spectators with respect regardless of race, creed, color, sex or ability.

___ Inform the coach of any conflicts with practices and tournaments well in advance of the event, so that the coach can adequately prepare, make adjustments, etc.

___ Inform the coach of any physical disability or ailment that may affect the safety of my child, in advance.

___ Not "bad mouth" or speak negatively about coaches, players, parents or the team to others in or out of NJBD.

___ Ensure that relatives & guests abide by the NJBD Parent's Code of Conduct.

___ Agree that if I fail to abide by the aforementioned rules and guidelines, I will be subject to disciplinary action that could include, but is not limited to the following: NJBD Advisory Board; written warning/reprimand; parental game/match/tournament suspension with written documentation of incident kept on file by organizations involved. By signing this document, I am acknowledging that I have read, understand, and will abide by the above.

Parent/Guardian Signature(s): _____

Parent (PRINT please): _____

Date: _____



NJBD VOLLEYBALL WEBSITE PERMISSION/RELEASE

Applies to social, web

The NJBD Volleyball Team will rely on the NJBD website as a valuable communication tool for parents, students and for the Gwinnett Community. At times photos or videos are published on the NJBD website or social networks including action shots, etc. In order to do this, we need your permission.

Please check the appropriate line below:

Yes, I give my permission to publish photos of my daughter and family on the NJBD Volleyball website, Facebook, and/or Instagram accounts.

No, I do not want photos of my daughter or family published.

Player Name: _____

(please print)

Parent Name: _____

(please print)

Parent Signature: _____

Date: _____