



Etna Police Activities League, Inc.
Volunteers' & Coaches'
CODE OF CONDUCT AGREEMENT
Board Approved 10/23/2025



Purpose

Protect P.A.L.

Protect The Kids

And Protect You

The welfare of the children is paramount. Our youth have a right to expect appropriate management, support, personal and social development with regard to their involvement in all levels of our PAL programs.

To maintain an involvement with Etna PAL as a volunteer/coach/mentor, I agree to the Etna PAL Code of Conduct, which states as follows.

I will:

Communication

- Report it, if I see anything unusual or feel that something is wrong (whether it's another coach/volunteer/ mentor, a parent or one of the kids).
- All communication will be through a group platform with Etna PAL Admin and parents. If youth are part of communications, it will include Etna PAL Admin, mentor, youth, and the youth's guardian. There will be no communication with a youth outside of this context.
- Do not initiate contact with or accept supervisory responsibility for youth outside PAL programs and activities.
- Avoid relationships of a peer-to-peer nature with any youth.

Expectations

- Always place the well-being, health, and safety of youth above all other considerations, including developing performance.
- Set a good example of respect and sportsmanship for participants and fans to follow.
- Act and dress with professionalism and dignity in a manner suitable to your role with Etna PAL.
- The use of drugs, tobacco, alcohol and abusive language during practices/programs/games/meets is strictly prohibited
- Respect officials and their judgment and abide by the rules of the event. Treat opposing coaches, participants, and spectators with respect.
- Instruct participants in sportsmanship and demand that they display good sportsmanship.
- Coach in a positive manner and do not use derogatory comments or abusive language.
- Win with humility and lose with dignity.
- Treat every child fairly, justly, impartially, intelligently, and with sensitivity.
- Always maintain a professional separation between coach and athlete.
- Never be alone with a child.
- Refrain from physical contact with athletes except where necessary for the development of the athletes' skill(s) or athletic ability and when necessary ask and explain the purpose.
- Do not transport or set up transportation for any unrelated child.
- All incidents of suspicious poor practice and allegations of abuse will be taken seriously and responded to swiftly and appropriately.

At all times, adhere to the Etna PAL rules and code of conduct including USA Swimming SafeSport policy. Those who exhibit inappropriate behavior will be faced with consequences.