



La Pine Sports Academy - Volunteer Staff Participation Policy

This policy outlines the expectations for all volunteer staff (coaches, assistant coaches, team parents, etc.) at the La Pine Sports Academy. Our goal is to provide a safe, positive, and enriching experience for all athletes. Your participation and adherence to this policy are essential to achieving that goal.

1. Background Checks:

- All volunteer staff are required to undergo a background check prior to commencing their duties.
- Background checks will be repeated every two (2) years.
- The La Pine Sports Academy reserves the right to deny or revoke volunteer status based on the results of a background check.

2. Public Relations and Conduct:

- Volunteer staff are expected to conduct themselves in a manner that reflects positively on the La Pine Sports Academy at all times, both on and off the field.
- Negative public relations events, including but not limited to public disputes, social media posts, or other actions that could damage the Academy's reputation, are strictly prohibited.
- The La Pine Sports Academy reserves the right to terminate volunteer status for any conduct deemed detrimental to the Academy's image.

3. Coach Education and Training:

- All volunteer staff must read and complete all coach education materials prescribed by the La Pine Sports Academy.
- Volunteer staff must read and follow the La Pine Sports Academy Coaching Manual.
- Attendance at all training courses required for their specific position is mandatory.

4. Communication:

- Volunteer staff are expected to maintain open and consistent communication with the La Pine Sports Academy leadership (e.g., program directors, board members).
- This includes promptly responding to emails, phone calls, and other forms of communication.
- Volunteer staff are responsible for keeping the Academy informed of any issues or concerns related to their team or athletes.

5. Adherence to Academy Policies:

- All volunteer staff are expected to be familiar with and adhere to all policies and procedures of the La Pine Sports Academy, including but not limited to:
 - Safety protocols
 - Code of Conduct (for coaches, athletes, and parents)
 - Disciplinary procedures
 - Reporting procedures

6. 24 Hour Cooling-Off Period:

- In the event of a dispute or incident, a 24-hour cooling off period will be implemented. During this time, all parties involved are encouraged to reflect on the situation and avoid any further escalation.
- If a safety issue arises, the 24-hour cooling off period may be adapted to allow for immediate action to alleviate the concern. Once the safety issue is addressed, the cooling off period will resume, and once completed individuals may then approach the appropriate channels to discuss the matter in a constructive manner.

7. Enforcement:

- Failure to comply with this policy may result in disciplinary action, up to and including termination of volunteer status.
- The La Pine Sports Academy reserves the right to modify this policy at any time.

8. Acknowledgement:

By volunteering with the La Pine Sports Academy, you acknowledge that you have read, understand, and agree to abide by this Staff Participation Policy.



Volunteer Staff Participation Policy Acknowledgement Form

I, _____ (Print Name), acknowledge that I have received a copy of the La Pine Sports Academy Volunteer Staff Participation Policy. I have carefully read and understand the policy, and I agree to abide by its terms and conditions.

I understand that failure to comply with this policy may result in disciplinary action, up to and including termination of my volunteer status.

Signature: _____

Date: _____

Printed Name: _____

Position (e.g., Coach, Assistant Coach, Team Manager): _____