

VOLUNTEER CLUB SPORT COACH CONTRACT

Position Description

Club Sport Coaches are volunteers who provide direction and guidance for competition related tasks for recognized student organizations that are registered members of the Club Sports Council. Serving in an at-will capacity at the determination of the individual club leadership's discretion, these individuals will abide by all Department of Recreation & Wellness and UNC Greensboro policies and procedures as well as all relevant state and federal laws. Although responsibilities may vary between clubs, coaches should always focus their efforts around the principle of education and holistic well-being of the student members involved.

Task & Supervision

Depending on the individual needs and requests of each club, coaches will play a role in determining a competitive strategy for the club. Membership of a student with a club is not at the discretion of a volunteer coach.

Club Sport Coaches daily responsibilities include, but are not limited to, the follow:

- Instruct all aspects of on-field/on-court activity including organization and direction of team practices, game coaching, and other duties appropriate to the club and development of the club members.
- Develop and maintain discipline within the club, making referrals to the Assistant Director for Competitive Sports when appropriate.
- Develop and maintain a professional and active relationship with the Assistant Director for Competitive Sports.
- Knowledgeable of, and adheres to all rules, policies, procedures of the Department of Recreation & Wellness, UNC Greensboro, and any other applicable governing body.
- Promote a safe environment
- Model appropriate behavior and maintain appropriate conduct towards players, officials, and spectators
- Attend all practices as available

Required Skills, Experience, and Certifications

- Effective leadership skill and motivational abilities with highly successful mentoring experiences
- Strong desire to work with and relate to college-aged students
- Sound administrative ability with an emphasis on organization
- Effective communication skills
- Positive leadership style
- Willingness to travel for away competitions
- Sensitivity to cultural differences.

Preferred Skills, Experience, and Certifications

- Bachelor's degree
- Previous coaching

Please acknowledge the following statements by initialing each*

Promoting Student Athlete Well-Being or Responsibilities to Student Athletes

- _____ I accept that student's academic responsibilities supersede all athletic responsibilities. (College Degree FIRST, and club SECOND)
- _____ I will assure all injuries are reported in a timely manner to the Department of Recreation & Wellness.
- _____ I will not physically, mentally or psychologically haze anyone, as I respect the dignity of all persons.
- _____ Actions of the team or me will never deliberately jeopardize the safety and well-being of opponents, teammates, officials or spectators.
- _____ I will not engage in sexual harassment: solicitation, physical advances or verbal/nonverbal conduct that is sexual in nature and is unwelcomed, offensive or creates a hostile environment.
- _____ I will not engage in sexual/romantic relationships with athletes or other participants or coaches over whom I have evaluative direct or indirect authority, because such relationships are likely to impair judgment or be exploitative.
- _____ I will not engage in discrimination based on age, gender, race, ethnicity, national origin, sexual orientation, disability, language, political affiliation, veteran status, socioeconomic status or any basis prescribed by law.

Sportsmanship

- _____ I am currently in good standing with my sport's National Governing Body and will self-report to both my club officers and the sport club coordinator if I fall out of good standing at any point during my coaching duties.
- _____ I am current with all certification required by my sport's National Governing Body (if certs aren't required by NGB, leave blank)
- _____ I accept the notion that an athlete's strong desire to compete and succeed is in no way compromised by respect for the rules and opposing teams.
- _____ I respect the authority of all game officials. I shall treat all game officials in a professional and courteous manner at all times. I shall neither exhibit nor tolerate any behavior from others (staff and team) - verbal or otherwise - that is disrespectful to an official or an opposing team/coach.
- _____ I understand that it is my responsibility, as the coach, to address unsportsmanlike behavior and put an end to it. I shall constantly be alert to ensure that my team is conducting and promoting themselves properly.
- _____ I attest that I am qualified with the requisite skill and/or experience to safely and effectively teach and demonstrate proper skills and technique to the Club for practice and competition

_____ I will never teach my players tactics or skills designed to circumvent the intent of the rulebook and the standards of fair play.

Upholding Department/University Policies

_____ Coach shall abide by all UNCG policies, federal and North Carolina laws, including all applicable federal and state non-discrimination laws as well as the UNCG Policy on Discriminatory Conduct.

_____ I shall be responsible for my own transportation, equipment, and insurance.

Terms and Conditions

_____ I understand that the role of Coach is an independent contractor at will, and not an employee of UNCG. As such, I acknowledge that I shall be wholly responsible for the work to be performed and is not entitled to rights held by employees, including, but not limited to, The Fair Labor Standards Act.

_____ Any disputes that may arise pursuant to this Agreement shall be addressed according to UNCG and Department of Recreation & Wellness policies. Both parties agree there is no grievance or appeal process available to Coach.

_____ Either party may terminate this Agreement at any time, for any or no reason, with or without cause. In the event Coach breaches any provision of this Agreement, UNCG may notify Coach and terminate this Agreement immediately. In the event UNCG terminates this Agreement, Coach agrees to cease any coaching activities or participation with the Club immediately upon notice.

_____ The invalidity or unenforceability of any provision of this Agreement shall not affect the validity and enforceability of the remainder of this Agreement. The failure of either party to enforce performance obligations by the other party under any provision of this Agreement will not affect its full right to require such performance at any subsequent time. The waiver by either party of a breach of any provision of this Agreement shall not constitute a waiver of its right of enforcement of such provision in the future.

_____ I accept that this position is a volunteer position. As such, I have no expectation to be compensated or reimbursed for any expenses related to my role as a Coach.

_____ If, in UNCG's sole judgment and discretion, I commit a material breach of this Agreement; I incur negative publicity; I have committed or shall commit any act, or has, or in the future becomes involved in any situation or occurrence which tends to bring myself into public disrepute, contempt scandal or ridicule, including, but not limited to, use or other association of illegal or illicit drugs, sexual harassment, or other violations of the law or UNCG policy; tends to shock, insult or offend any class or group of people; or acts or fails to act in a manner that reflects or may reflect unfavorably upon UNCG, its reputation or image, then UNCG shall have the right, upon written notice to me, to immediately terminate this Agreement at any time without liability, penalty or expense. UNCG's decision on all matters arising under this paragraph shall be final.

By signing below, I agree to have fully read and understand the contents of this contract. I understand the expectations set forth by this policy and will uphold said expectations at all times during my enrollment/employment as a Coach of a Club Sport team. Adherence of coaches to a code of conduct is largely a voluntary matter. However, if a coach does not follow this code by engaging in gross misconduct, their relationship with the UC Davis Competitive Sports Program may be terminated. Understand your signature confirms your willingness to work within the guidelines of the Sport Clubs Program.

This Club Sports Coach Contract is entered into this day of _____, 20__ and will terminate on _____, 20__.

Print Name of Coach

Print Name of Recreation & Wellness Representative

Signature of Coach

Signature of Recreation & Wellness Representative

Date

Date