**Welcome**

Thank you for volunteering to be a homeschool high school varsity or junior varsity coach. The NVHAA has placed trust in your spiritual leadership, commitment to students, and your skills of teaching and coaching in your sport. You will have a dramatic, lasting impact on the lives of the young athletes you coach. Coaching will likely be more involved than it appeared on the surface, as the many things that need to be looked after as a leader will constantly vie for your time. Organization and planning are your great allies. You are not alone. Remember that the leadership of NVHAA wants to enable your efforts and to support you. Homeschooling requires great patience and passion, and your knowledge of homeschooling will help the families that we serve.

**Mission of NVHAA**

The mission of NVHAA is to provide homeschool high school students with the opportunity to participate in legitimate varsity sports. We want homeschooling parents to have an option to continue to homeschool their children through high school graduation. We serve homeschool parents with well coached, disciplined teams in an environment that is pleasing to God. We are unashamed of Christ, and we will seek to minister to all we come in contact with through our words, our actions, and our behaviors on and off the field. If you are a head coach, you are responsible to build a spiritually rich environment that supports the faith of the families we serve. If you are an assistant coach, you are to assist the head coach in that endeavor and honor your head coach’s leadership.

**Coaching as a Servant**

An NVHAA coach is a servant of Christ, and a servant of the homeschooling families that participate in our programs. As a coach, your deeds will count far more than your words, and your walk with Christ is on display for all to see. Sports are passionate events involving great force of will. For you as a coach, your Christian character will be tested as the players and families you lead get to see how you react to officials and game situations and player behavior, how you teach, how you speak to all around you, and how well you walk the walk.

**You are here as a minister first**. Your team is your ministry field. Coaches and others need ministry, but your focus is on the players of your team. Their spiritual growth through sports is what you are all about. All adults interacting with athletes in a leadership role are to be Christian role models who have been formally vetted by the NVHAA.

Others who know you have informed the NVHAA board of your reputation as a man or woman of Godly character. They have placed the reputation of NVHAA in your hands.

**Homeschooling Support**

We work for homeschooling parents. We support busy, sometimes cash-strapped homeschooling families who often must travel some distance to practice. We teach student athletes that they do not have to leave their faith behind to succeed in sports. All students are on the team voluntarily. A coach can lose his or her team in short order by alienating parents. They simply will stop coming. NVHAA will cease to exist when it stops serving homeschooling parents in a way that they find more than acceptable.

 Some things to remember:

1. Pray for your team, the NVHAA, and your opponents. Treat your opportunity with all the respect and desire of the wonderful mission opportunity that it is. You will rarely get an opportunity like this one! God has placed you in a position of leadership and the board fully believes that. Let us honor God in all that we do in NVHAA.
2. You are not alone! The NVHAA board is here to actively participate in supporting your needs as a coach, shielding you from interpersonal conflict, interceding with other programs and teams when necessary, giving you financial support, providing you with concussion testing capability and other necessary support programs, providing counsel, lending an ear, and helping with issues with players and/or parents. You should not be in a conflict by yourself, and in many cases issues should resolve without your involvement. Use your parent representative, admin staff, NVHAA admin staff, the Spiritual Director, the President, the team and NVHAA treasurers, and the board’s ability to give (and in some cases) go get advice. The board will do everything it can to enable you and focus your time on coaching and your responsibilities.
3. Maintain an environment of dignity and respect. Build up the confidence and self-esteem of your players and coaches. Don’t beat them down.
4. If you are here to coach, then coaching means you are here. You must be able to come to practice without fail. You should not be late or arriving at the last minute. If your work schedule changes and makes it hard to properly engage as a coach, then you must discuss this with the board. Coaches work for a living and some assistant coaches may be a few minutes late from time to time due to work. But a head coach must be there on time and every time. Head coach absences should be rare.
5. Be positive. Be energetic and encouraging. Find good things to say about your players and praise them for doing a good job. Minimize negativity to important issues. Avoid group punishment as it only discourages those who were doing the right thing. Prescribing a lap for a generally lazy practice is acceptable, but avoid consistent use of negative group events. Remember, a player who has done things well and is disciplined anyway has learned a negative lesson.
6. You must constantly improve your knowledge of both your sport and how to coach. You must become good at linking drills to desired individual and team behaviors. You must teach and lead in a way that inspires your players to try harder. Attend clinics and observe and talk to other coaches. Discover ministry programs and approaches from Christian coaches online and from known ministry sources.
7. You are a legitimate high school or junior varsity coach. All that we do must support the concept and reality that we are a true high school sports organization. Student athletes must be eligible according to the rules of their sport, NVHAA eligibility rules, and their conference if applicable. Students are not homeschoolers if they are not actively schooling. A graduation ceremony means that the student has completed high school studies and is now not eligible for varsity sports. Pay strict attention to NVHAA, conference and tournament eligibility rules.
8. You are not here simply to be a varsity or junior varsity coach as a hobby without all the extra demands of running a team and building a ministry program. You are required to participate in the responsibilities of coaching to include logistical preparations, recruiting, fund raising (as applicable), and off season workouts and events. You have several enabling assistants, but it is your long hours of effort that will make the difference for this mission field. This is a hard job, without pay, without praise, and often without thanks, and sometimes with difficult personal situations. Welcome to the ministry!
9. Develop some thick skin and accept correction. (All board members are corrected regularly, and most of all the President).
10. Coaching your own child is difficult. Learn to be fair and do not worry about being accused of favoritism. Do not live your dreams through your son or daughter. Put wind in their sails by coaching them the same way you coach all other players with the same zeal and energy. Get help coaching your son or daughter if you know that you struggle in this area. In the end, you must realize that your son or daughter will very likely not be a professional athlete. They are a homeshooled kid like the rest of the players on the team. It is very special to have your dad or mom coach you if it is done properly. They will remember and thank you for it for the rest of their lives.
11. Do not use or allow profanity. There will be none from you or your players or your coaches or your family members. It is simply unacceptable. Use the board if necessary.
12. Ensure your team is properly equipped. Pay attention to expiration dates, look for bargains, plan in advance, and get what you need through the board.
13. Build great teams but do not worry more about winning than ministry. The wins will come. When you do build a winning program, a new set of parents and players will start arriving and you will have a new ministry challenge. Revel in the moments of a loss and teach players to be thankful for God’s blessings in the hard times. It is easier to teach character development in a loss than in a win.
14. You live in a Christian fish bowl. Your players are watching all that you do and are listening to all that you say. They have a very good idea of your spiritual maturity and how you behave when things go wrong. They learn how adults deal with Christian issues by watching you. They listen to what you and the assistant coaches say and do in off time moments. Your ministry is on the clock at all times.
15. Avoid conflict with parents and players. Parents have a representative on the team (a wise and spiritually sound parent) to be a sounding board and bring issues to you. Be open to speak to any parent, but do not feel pressured to do things differently for one individual. If you have a difficult player or parent, seek guidance and support from the board. If you are thinking of dismissing a player, see the board immediately. Let the board (a group of homeschool parents) interact with the difficult parent or a difficult situation. You go back to coaching and let the board handle the conflict. You will give recommendations to the board and they will remove the player if necessary. That process allows a consistent behavioral guide for students. With that advice in mind, don’t allow things to exist on your team that should not exist.
16. Pick up the phone without hesitation. Coaching at NVHAA is supposed to be a positive experience. If you are upset, or concerned, or feel negatively in any way about anything, call the NVHAA Athletic Director or President without hesitation. If you aren’t enjoying the ministry, then we need to get it fixed.
17. Coaching is addictive. Your mind and heart can be consumed by your sport. It will be one of the most rewarding and fun things you ever do. Remember that the players are your mission field. Your players should be spiritually, physically, and mentally stronger when they leave your influence.
18. Write letters of recommendation. You will be asked for many letters of recommendation. Do a good job on all of them and tell the truth. You really have an influence in student acceptance to universities, work opportunities, and further ministry through your recommendation.
19. Game playing time. The head coach will determine playing time for athletes and should base it on many factors such as, but not limited to, a player’s skill, experience, maturity, attendance, active participation, size, age, attitude, etc. It is a privilege to play on a team and no player is guaranteed playing time.
20. Investigations: If at any time during your tenure as a leader with NVHAA, you are under investigation for any reason, you must notify the NVHAA Board immediately, and will be required to step down from NVHAA leadership until the issue/matter is resolved.
21. Sporting Event Ejections: If a Coach is ejected from a game or sporting event, then there will be an immediate in-person review with the NVHAA Board of Directors.

**Athletic Director Responsibilities (adnvhaa@gmail.com)**

Primarily responsible for working with teams to support and ensure the following:

1. Primary Board representative and supervisor for Head Coaches and Teams.
2. NVHAA Representative/POC/coordinator to conferences such as VHSAA and ECC, etc.
3. Scheduling games/meets/matches/tournaments
4. Scheduling Officials
5. Leasing/Renting Facilities
6. Assist NVHAA teams in following safety procedures/guidelines/bylaws for state, federal, NVHAA, VHSAA, ECC, as well as any other organization or event for which NVHAA is a member or participates.
7. Assist with Parent/Player issues and concerns. discussions/disputes
8. Works with NVHAA Operations to ensure team support in all areas. NVHAA Operations focuses on team finances/budgets, logistics, admin team support, team registrations, advertising/marketing, helping to coordinate between appropriate leaders for issues/questions/concerns, Leadership Applications, Volunteer Registrations, spirit wear orders, CPR/First Aid certifications, etc.

**Program Director Responsibilities**

If the NVHAA Board determines that there is the need for a Program Director, then the Program Director for a sport/program acts as the Athletic Director for that sport/program, would work with the NVHAA Athletic Director and Operations Officer, as well as the NVHAA President or Vice President as needed for guidance, final decisions, and support. The Program Director would have oversight of and responsibility for the following (with authority to delegate):

* communication between the program and NVHAA Athletic Director
* communication with parents when needed
* player and team eligibility
* program continuity & focus
* coaches (ensure there are enough) & their training
* player camps/off-season training opportunities
* practice & games scheduling
* facilities
* budget & finances
* statistics and training (Hudl, Maxpreps, coaches training & certification)
* transportation to include CDL qualified driver (s)

**Head Coach Responsibilities**

* Get to know and regularly interact with the Spiritual Director. He is an incredible resource to your ministry.
* Enforce the NVHAA Youth Protection Policy.
* Be there always and on time. Start on time exactly. Finish on time exactly.
* Make sure players are hydrated and have access to water.
* Prepare your team for game play.
* Ensure there is medical support consistent with the activity. A medical kit should be available. Evacuation of an injured player should be thought out ahead of time. Think through medical events at away games ahead of time. Use your medical assistant well as they play an important role.
* Ensure the playing field, court or area is safe and free from dangers like rocks, bottles, pot holes, unnecessary equipment, or hazards. If you are uncomfortable with something, then work to make it right.
* Make sure everyone leaves from practice and games. A head coach turns out the lights after all are gone. You need to know that there is no NVHAA athlete still at the facility when you go home.
* Build the team schedule within an appropriate strength band of opponents. In contact sports, do not play significantly stronger teams, as it only leads to injury. Learn about the teams you play and build a schedule that challenges the team but that does not needlessly engage very strong teams until your team is ready to challenge them.
* Communicate with the coaches from other teams in your sport. Get to know them and work with them. Treat them well. Do not build hatred for rival teams. Players must grow to learn that the other homeschool kids are just like them, and that they are all Christ’s children. Sometimes it can get difficult to determine a secular high school team from a Christian homeschool team. If you can no longer tell the difference, then something is wrong and we need to fix it.
* Keep your word with parents. If you schedule an event, then have it unless there are extreme reasons not to follow through. Once you cancel a couple of events, parents will start scheduling other events in their lives and will wonder if you are going to have the event. You will lose momentum.
* Use your parent representative. You should not argue with parents nor ignore their concerns. You don’t have to play someone just because their parent is persistent, but you must use the weight of a group of people to help you solve difficulties that sometimes arise. If a parent is unhappy with a coach, they should take their concerns to the parent representative. The parent representative will speak to the other parents to see if it is a larger concern, or if it is the concern of one parent. The coach should have a chance to respond to the matter. If a coach is not leading or behaving in an appropriate manner, the board will look into the matter. The board supports coaches, but remember, that NVHAA is designed so that even if its founders step outside the lines, they will be corrected via group accountability.
* Do not be alone with individual players. You are an adult and deeply involved with student ministry. However, you must protect yourself and your organization from accusation. You are not to be in a car or building alone with a student. You should have another adult with you. This will get awkward as sometimes students need rides. Prevent an unfair accusation against you by having others around and observing your interactions.
* Keep your word with other teams, particularly in scheduling and trading games. Keep them in the loop. Do not build negative relationships with other coaches. If there are rubbing points, then simply avoid the other team until personnel matters improve. If there is a conference team that has serious issues, then the board should get involved.
* Maintain a roster. In contact sports, insist that other coaches provide you with a roster demonstrating eligibility. A roster is extremely necessary as you must ensure that overage or otherwise ineligible players are not participating from the other team. You must not use an ineligible player for any reason. Ineligible players in any conference simply do not participate. VHSL (Virginia’s public school league) fines a football team 10 wins in a season for having 1 ineligible player on the field for 1 play. Parents will come to you asking to place a public school student on your team because your environment is better, or they will get a better chance for playing time, or for other reasons. You will have to say no. Encourage them to homeschool their children if the environment at school is unacceptable. Protect your mission field. God is alive and working in public and private schools as well.
* Maintain all financial records, receipts, and reporting to the team and NVHAA treasurer. Your team treasurer will handle much of the financial matters for your team, but you must be aware of your budget and your operations. Communicate your dreams to the board! You never know what might happen. Dare to build something that truly serves homeschool families and their children.

**Assistant Coach Responsibilities**

Assistant coaches are here to help coach and support the plans and directives of the head coach. You are a minister and assisting in the development of Christian athletes. The head coach has accepted the primary responsibilities and therefore has the authority to make final decisions. If you don’t agree with the head coach and it is not a safety, faith, or moral turpitude problem, then the head coach makes the final call. The assistant coach internalizes and carries out the directive as if it was his or her own idea.

Assistant coaches must come to practice just like the head coach. If you cannot come to practice regularly then you are not helping build the ministry to the athletes. Volunteer to help in another way and help the coach find someone that can come regularly and do a good job.

Assistant coaches do not create dissension for the head coach. Assistant coaches do not undermine a head coach, they do not speak negatively about other coaches or adults in the presence of athletes, nor do they fail to carry out a head coach’s directives. If there is an issue with the head coach that is persisting, then address the matter to the President in confidence. The board will intercede rather than have an internal issue between coaches on a team. You are to provide a unified front to the athletes.

Being an assistant coach curries no favor for your children on the team. There can be no special treatment of your son or daughter because you are giving extra time to the team. You are a formally vetted minister and coach, and your son or daughter is an athlete in the mission field.

Do not be alone with individual players. You are an adult and deeply involved with student ministry. However, you must protect yourself and your organization from accusation. You are not to be in a car or building alone with a student. You should have another adult with you. Prevent an unfair accusation against you by having others around and observing your interactions. See NVHAA Youth Protection Policy on page 9.

**Procedures for Handling Complaints/Conflicts:**

Complaints by any member of NVHAA, which includes coaches, staff, players, and parents, concerning NVHAA or team operations, behavior, or concerns in general should be handled in a Christian manner in the following way:

* Take the matter to the person in question directly. Discuss the matter in a way that would role model firm but compassionate discourse.
* If that is not satisfactory, then take the matter to the Parent Representative, Team Manager, or Coach.
* If that is not satisfactory, then take the matter directly to the Primary Board of Directors.
* Players/Parents who do not conform to the intent of NVHAA and the Code of Conduct can be recommended by the Head Coach to the Primary Board of Directors for removal from NVHAA. Board would review the recommendation and then vote. A 2/3rd majority would be required for player’s/parents dismissal.
* Removal of a coach would be by unanimous decision of the Primary Board of Directors.

**Modesty Policy (**added August 2017)

As representatives of NVHAA, dress for practice and events should always reflect modesty. An athlete's appearance should not cause distraction or disruption. The goal of NVHAA is to glorify the Lord in all we do! (I Corinthians 10:31)

* If you bend over, you shouldn’t see anything revealed at the top or exposed at the bottom.
* If shorts are shorter than a 4" inseam (girls) or 5" inseam (guys), or are wide-legged, then compression-type biker shorts or capri leggings should be worn underneath.
* Girls must wear sports bras with proper support. No sports bras worn alone as a "top."
* If running tights are worn, then shorts must be worn over the top which cover the athlete's bottom.

**Team Captain’s**

* Qualities to look for when selecting a Captain: commitment, reliability, integrity, Godly character
* Various ways to select a captain: Player’s vote, coaches vote, head coach selects, Grade/Seniority
* Expectations: Duties and Responsibilities: Vary by Team. Head Coach can determine.

**NVHAA Team and Player Policies (from NVHAA Policies and Procedures)**

**Player Policy:**

It is the policy of NVHAA to maximize the number of athletes participating in a sport and encourages, but does not limit, athletes to one sport per season, unless otherwise noted in the NVHAA Policies and Procedures such as a team with a Player Cap. NVHAA athletes are expected to attend all practices and games. Missed practices create less prepared individuals and teams and increase injury possibilities for both the player and their team- mates, especially in regards to contact sports (cheerleading is considered a contact sport).

* In order to support the team for which they register, it is the athlete’s responsibility to look at their personal, academic, and family schedule and make certain there are no conflicts with the team’s schedule.
* It is the player’s responsibility to notify Coaches of all absences from practices or games. Player’s and families can document absences when registering for a team. Illness, injury, religious obligations, and family emergencies are excusable reasons for an absence.
* At the coach's discretion, both excused and unexcused absences by athletes may result in significantly less playing time.
* It is a privilege to play on a team and no player is guaranteed playing time.
* The head coach of any NVHAA sport will determine playing time for athletes which will be based on many factors such as, but not limited to, a player’s skill, experience, maturity, attendance, active participation, size, age, attitude, etc.
* Each team will determine the best approach and method of accountability for team attendance.
* If an athlete wants to participate in two sports in one season, they must present their case to the head coaches of the teams involved who will then discuss and present the request to the NVHAA Primary Board for review and approval or denial.
* Athletes can participate in off-season sports while on an in-season sports team. However, if there is a schedule conflict, the in-season sport receives priority in regards to attendance and participation.

**Player Team Cap**:

### A team can have a player cap only if necessary due to limitations of coaching staff and facilities.

### If a team sets a Player Cap, that is a signal to the NVHAA Board to pursue establishing another team (of the same sport) to meet the demand. NVHAA would also consider at that time whether a new team would be a competitive or recreational team due to the abilities of the players.

* Teams with a cap may have try-outs to determine who makes the team based on the individual skill of the players.
* Players who are selected to be on the team with a Player Cap will not be allowed to play on a second in-season NVHAA team.

**Practice Players:**

* Coaches will determine if an individual can be a practice player.
* Teams with a cap can have practice players.
* Practice Players will pay a reduced registration fee and will not be expected to play in games.

**NVHAA Guidelines for Two Sport participation**

Two Sport participation by an athlete is possible, but not encouraged. There is concern for an athlete's safety and well-being, as well team training and scheduling conflicts which will arise. NVHAA encourages athletes to concentrate on one sport per season, but is willing to consider a two team sport participation on a case-by-case basis and following the procedures set out below.  Athletes can participate in off-season sports training at the same time as participating in a Seasonal sport. However, the Seasonal sport has priority with any scheduling conflicts.

Following are the General Procedures for an Athlete to Request Two Sport Participation:

1. Player talks **and** sends email to coaches of both teams involved with his/her request and reasons to play on two primary sports teams in one season.

2. Each Coach discusses with the athlete, and if necessary the parents, the request.

3. The two team coaches involved communicate with each other about the request and discuss impact of athlete playing on two primary sports teams in one season. After discussing, coaches communicate by email their decision and reasons to either approve or disapprove the request to each other and the NVHAA Board at nvhaassoc@gmail.com (Pres, VP, DOO, SD, AD, Treasurer) for final decision.

4. Board Reviews coach’s decisions and comments.

5. Board's actions based on coach's decisions:

* Action One: Both coaches approve request: If both coaches determine the request is acceptable, then the Board will send an email Approving the decision to the coaches, player, and their parents.
* Action Two: If one or both Coaches disapprove request:  If one coach does not find this request acceptable, then after reviewing all information, the Board will make a final determination, and will lean towards NOT approving the request. The Board will send an email with the final decision to the coaches, player, and their parents.

**In-Season Sports Teams:**

* Spring: Track
* Fall: Cheerleading, Football, Volleyball, Cross Country
* Winter: Cheerleading, Wrestling, Basketball

**Social Media Policy**

This policy concerns activities not sponsored, supervised or organized by NVHAA:

God’s hand has graciously blessed the Northern Virginia Homeschool Athletic Association (NVHAA), and we have experienced an explosion in our growth and development. As we grow, the members of the Board and the staff of each team realize we have limitations. One limitation is the 24/7 control of all aspects of the athletes’ (and their extended family’s) daily lives. Though it is the goal of NVHAA to support the parents and legal guardians as they mentor their children and encourage them in their walk with Christ, NVHAA also recognizes that God placed the parents of our athletes in ultimate control of their children. As such, it is the intent of the Board to limit discipline and control of athletes solely to the events *sponsored, supervised and/or organized by NVHAA*. NVHAA Leaders will continue to mentor and lead by example, and will support the athletes in their pursuit of Christ. NVHAA Leaders will make themselves available at a time of their own choosing to support any mentoring opportunities as needed/desired.

NVHAA utilizes Social Media to communicate/coordinate NVHAA activities. Use of Social Media in this manner is, in our opinion, one major key to the continued communication to, and recruitment of, our athletes and their families. Nevertheless, NVHAA recognizes Social Media can be misused. Social Media generated by athletes/participants in NVHAA, but not on an official NVHAA social media site, is not in the control of NVHAA leaders. NVHAA will continue to promote any form of communication that is positive and promotes the qualities and attributes of Christ. Discouraging, negative, sarcastic, degrading posts, bullying on any form of social media, or other related forms of communication, are not condoned by NVHAA or its leaders.

 It is our expectation that, as the God-appointed leaders of their children, parents will continue to monitor their children’s daily activities and will guide them to a deeper walk with God. NVHAA does not believe it is our responsibility to control activities outside of NVHAA-sponsored, supervised or organized events.

**Thank you for being a wonderful coach and a point of ministry to homeschooled families!**

**Centurions! Go to work!**

See NVHAA Policies and Procedures for Parent and Player Codes of Conduct.

Leader Code of Conduct and Youth Protection Policy attached.

NVHAA Youth Protection Policy

Barriers to Abuse

NVHAA has adopted the following policies for the safety and well-being of its members and athletes. These policies primarily protect youth members; however, they also serve to protect adult eaders.  NVHAA Coaches/leaders in positions of youth leadership and supervision outside the program will find these policies help protect youth in those situations as well.

Two-deep leadership on all outings required.  A minimum of two NVHAA Board Approved adult Coach/leaders, or one approved leader and a participating parent, or another adult is required for all trips and outings.  One of these adults must be 21 years of age or older.

Adult Supervision/Coed Activities:

Male and female adult leaders must be present for all overnight coed trips and outings, even those including parent and child. Both male and female adult leaders must be 21 years of age or older, and one must be a board approved coach/leader of the NVHAA.

One-on-one contact between adults and youth members is prohibited. Any personal conference, such as a correction or spiritual needs conference, is to be conducted with the knowledge and in view of other adults and/or youth.

Two-deep leadership and no one-on-one contact between adults and youth members includes digital communication. Coaches/Leaders may not have one-on-one private online communications or engage one-on-one in other digital activities (games, social media, etc.) with youth members. Leaders should copy a parent and another leader in digital and online communication, ensuring no one-on-one contact exists in text, social media, or other forms of online or digital communication.

Hotels/Camps

Age-appropriate and separate accommodations for adults and Athletes are required.

No adult may share a room/suite with the opposite sex unless he or she is that adult’s spouse, sibling or child.

No youth may share a room/suite with an adult or a person of the opposite sex other than a family member or guardian. Assigning youth members more than two years apart in age to sleep in the same area should be avoided unless the youth are relatives.

Shower Facilities

Whenever possible, separate shower and latrine facilities should be provided for male/female adults and male/female youth, if separate facilities are not available, separate shower times should be scheduled and posted.

Buddy System

The buddy system should be used at all times. The buddy system is a safety measure for all athletes.

Privacy of youth is respected. Adult leaders and youth must respect each other’s privacy, especially in situations such as changing clothes and taking showers at camp. Adults may enter youth changing or showering areas only to the extent that health and safety requires.  Adults must protect their own privacy in similar situations.

Electronic Devices

Inappropriate use of smart phones, cameras, imaging, or digital devices is prohibited. Although most people use cameras and other imaging devices responsibly, it is easy to unintentionally or inadvertently invade the privacy of other individuals with such devices. The use of any device capable of recording or transmitting visual images in or near shower houses, restrooms, or other areas where privacy is expected is inappropriate.

No secret organizations.  The NVHAA does not recognize any secret organizations as part of its program. All aspects of the athletic program are open to observation by parents and leaders.

Youth leadership is monitored by adult leaders.  Adult leaders must monitor and guide the leadership techniques used by youth leaders and ensure policies are followed.

Discipline must be constructive. Discipline used in coaching must be constructive and reflect Christian values. Corporal punishment is never permitted. Disciplinary activities involving isolation, humiliation, or ridicule are prohibited. Examples of positive discipline include verbal praise and high fives.

Appropriate attire is required for all activities.  Proper clothing for activities is required.

No hazing. Hazing and initiations are prohibited and may not be included as part of any NVHAA activity.

No bullying. Verbal, physical, and cyberbullying are prohibited.

Mandatory Reporting of Child Abuse
All persons involved in NVHAA must report to local authorities any good-faith suspicion or belief that any child is or has been physically or sexually abused, physically or emotionally neglected, exposed to any form of violence or threat, exposed to any form of sexual exploitation including the possession, manufacture, or distribution of child pornography, online solicitation, enticement, or showing of obscene material. This duty cannot be delegated to any other person.

Immediately notify the NVHAA Board of this report, or of any violation of NVHAA's Youth Protection policies, so he or she may take appropriate action for the safety of our Athletes, make appropriate notifications, and follow up with investigating agencies. State-by-state mandatory reporting information: [www.childwelfare.gov](http://www.childwelfare.gov/)

All adult leaders and youth members have responsibility. Everyone is responsible for acting in accordance with biblical principles, following Christ's examples. Physical violence, sexual activity, emotional abuse, spiritual abuse, unauthorized weapons, hazing, discrimination, harassment, initiation rites, bullying, cyberbullying, theft, verbal insults, drugs, alcohol, and pornography have no place in our program and may result in revocation of membership and in ability to play for or lead any team, or athletic event. Coaches and NVHAA leaders in our teams are responsible for monitoring the behavior of youth members and other leaders and interceding when necessary. If youth members misbehave, their parents should be informed and asked for assistance.

Incidents requiring an immediate report to the NVHAA Board of Directors

The following must be reported to the board for immediate action, include:

* Any threat or use of a weapon
* Any negative behavior associated with race, color, national origin, religion, sexual orientation, or disability
* Any reports to authorities where the NVHAA’s Mandatory Reporting of Child Abuse policy or your state’s mandatory reporting of child abuse laws apply
* Any abuse of a child that meets state reporting mandates for bullying or harassment or hazing.
* Any mention or threats of suicide

If someone is at immediate risk of harm, call 911.

If a Athlete is bullied because of race, color, national origin, religion, sexual orientation, or disability, and local help is not working to solve the problem, contact the NVHAA’s Parent Representative.

Your Responsibility

* Stop the policy violation or abuse.
* Protect the youth.
* Separate alleged victim from alleged perpetrator.
* Summon needed assistance (911, EMS, additional leaders, etc.).
* Notify parents.
* Notify the appropriate NVHAA Leader/Coach.

This policy is approved by the NVHAA Board. For questions or concerns, contact the President at nvhaassoc@gmail.com or Spiritual Director at sdnvhaa@gmail.com.

**Northern Virginia Homeschool Athletic Association**

**Leader Code of Conduct**

I am a representative of the Northern Virginia Homeschool Athletic Association (NVHAA) and all that I do in public can bring credit or discredit to NVHAA. I will endeavor to uphold the high standards, ethics, and esprit de corps of NVHAA, and realize that the ministry of Christ can be affected by what I say and do. While supporting NVHAA events, I will ensure that the reputation of the NVHAA is upheld and kept clean.

I understand that leadership in NVHAA requires a commitment and dependability for the success of the team, and safety of the players, and I will work hard to attend all practices, games, and team related events. I also understand and will support the Head Coach on any decisions made regarding the team and will inform the Head Coach of any concerns I have.

I realize that if I do not conform to the intent of the program, I can be recommended by the Head Coach to the Board of Directors for removal.

When I am concerned about anything concerning my participation, health, safety, spiritual or emotional well-being and after a minimum of 24 hours and prayerful consideration of any incident or situation, I will inform the head coach or another coach.

I will encourage the athletes to play clean and fair. Using Christian principles and with at least one other coach or adult present, I will confront players who violate their code of conduct and report them to the Head Coach for evaluation.

Signed:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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

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