



# Tahoma Bears Junior Football and Cheer

## 2026 Cheer Coach Code of Conduct

### WHO THIS CODE OF CONDUCT IS FOR:

The Tahoma Bears Junior Football & Cheer (TBJFC) program is committed to providing a safe, positive, and developmentally appropriate environment for all athletes. As a Coach, you play a critical leadership role in shaping the athlete experience and upholding the values of TBJFC. By accepting a coaching position, you are required to read and agree to the terms of this 2026 Cheer Coach Code of Conduct as detailed below.

**For all issues that cannot be resolved between a Parent/Legal Guardian and the Head Coach, it is the Head Coach's responsibility to notify, in a timely manner, the Cheer Director and Assistant Cheer Director. If the matter cannot be resolved through the Directors, the Coach shall reach out to the TBJFC President and the Mediator.**

### CHEER SEASON EXPECTATIONS

The TBJFC Cheer Sideline season runs from July through November and Competition season September through December. Coaches are expected to commit to the full season. Exceptions may be considered on an individual basis and must be discussed with and approved by the Cheer Director prior to accepting a coaching position.

**Professional Growth:** I acknowledge that as a coach, I am also always learning. The sport of cheer continues to evolve, and in turn TBJFC will provide new trainings for stunt technique accordingly. I will listen, learn, and utilize new techniques as directed by TBJFC.

Coaches may also be required to participate in activities outside the regular season, including but not limited to:

- WSCCA stunt certification
- TBJFC stunt training
- CPR and concussion training

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- Uniform fittings
- Leadership team tryouts
- WSCCA Cheer Coaches Conference
- Additional trainings or meetings as assigned

This list is not exhaustive.

### **ROLE MODELING & PROFESSIONAL STANDARDS**

- I understand that as a TBJFC Cheer Coach, I am a role model for all athletes. My words, actions, and attitude set the example for my team.
- I will demonstrate positivity, patience, fairness, and respect at all times.
- I will maintain appropriate boundaries with athletes and families and uphold the values and expectations of TBJFC.
- I will reinforce team expectations consistently and respectfully, knowing athletes look to me for leadership and guidance.

### **NO-PHONE POLICY**

- I will enforce the TBJFC No-Phone Policy at all practices, games, events, and competitions.
- Athletes are not permitted to use or keep their phone visible during any cheer activity.
- If I see a phone out, I will take it and return it to the athlete at the end of practice or the event.
- I will model this expectation by refraining from personal phone use during practices, games, and competitions, except in emergencies or for program-related communication.
- I will ensure continuous team supervision by stepping away and having another coach cover my group if I must use my phone for an emergency or TBJFC business.

### **TREATMENT OF OTHERS & NON-DISCRIMINATION**

- I will respect the rights, dignity, and worth of all individuals involved with TBJFC.
- I will not engage in or tolerate discrimination based on race, religion, ethnicity, gender, or ability/disability.
- I will model and foster respect for referees, opponents, coaches, administrators, officials, parents, and spectators.
- I will be supportive at all times and refrain from personal abuse, harsh criticism, or unnecessary physical contact with athletes.

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- I will never ridicule or shame a child for making a mistake.
- I will not raise or expose disagreements with coaches, board members, or families in front of athletes or other families.
- I will use TBJFC's dispute-resolution process when concerns arise.
- If I witness or become aware of bullying, I will take immediate action to stop it and report it to the Cheer Director and Assistant Cheer Director.

### **SAFETY, RULES & REGULATIONS**

- I will follow all TBJFC rules, which are consistent with the USA Cheer safety standards and NFHS Spirit Rules.
- I will prioritize safety at all times and ensure proper progressions, spotting, and supervision.
- I will follow concussion and injury protocols immediately and submit injury reports to the Cheer Director and Assistant Cheer Director by the end of the day the incident occurred.
- I will follow the guidance of a cheerleader's physician regarding return-to-play after injury or illness.
- I will not allow an athlete to participate if they are injured, wearing unsafe attire, or unable to safely perform skills.

### **REPORTING & COMMUNICATION**

- I will model and teach appropriate sporting behavior and ensure athletes understand and practice fair play.
- I will maintain accurate, up-to-date records of issues, injuries, and occurrences.
- I will promptly inform the Cheer Director and Assistant Cheer Director of any concerns involving athletes, parents, or safety.

### **Communication Standards**

- I will communicate with athletes, families, coaches, and board members in a professional, respectful, and solution-oriented manner using the TeamSnap platform.
- I will not engage in disrespectful, confrontational, or inappropriate communication in person or online.
- If a concern arises, I will first address it calmly and appropriately with the involved party when suitable.
- If additional support is needed, I will elevate the issue to the Cheer Director and Assistant Cheer Director.
- If the issue cannot be resolved at that level, I will bring the matter to the TBJFC

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President and TBJFC Mediator.

- If I do not know how to contact these individuals, I will review the TBJFC website or ask the Cheer Director or Assistant Cheer Director.

### **SOCIAL MEDIA STANDARDS**

- I will use social media responsibly and professionally, understanding that my online presence reflects on TBJFC.
- I will not post or interact with negative, harmful, or disrespectful content about athletes, families, coaches, board members, officials, or the program. I will report these issues to the Cheer Director or Assistant Cheer Director.
- I will not post confidential team information, including athlete issues or internal program matters.
- I will only post photos or videos of athletes if I have parent/guardian permission.
- For Competition Cheer, I will not post videos of routines or performances until after the season has concluded, in alignment with athlete and parent expectations.
- I will encourage safe, positive social media behavior among athletes and families.

### **ATTENDANCE**

- I will be present and on time to all scheduled events, practices, and games.
- If I am unable to attend, I will immediately notify my coaching team, the Cheer Director and Assistant Cheer Director.
- I understand that repeated lateness or absence may result in removal from my coaching position.
- I will attend all required meetings, training, fittings, tryouts, and cheer-related activities.

### **COMPETENCIES & CERTIFICATIONS**

I understand and agree to maintain the following required certifications (unless otherwise noted):

- Annual TBJFC-approved concussion training
- Current WSCCA stunt certification
- Current in-person American Heart Association CPR certification
  - *Note: While required for at least one coach per team, all coaches are highly encouraged to obtain this certification.*

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### VOLUNTEER COMMITMENT REQUIREMENT

- I understand that by volunteering to serve as a Cheer Coach for the 2026 TBJFC season, I am committing to the full duration of the season unless an exception is approved by the Cheer Director.
- If I resign or quit my coaching position at any time during the season, I will still be required to complete the mandatory volunteer hours assigned to all TBJFC families, Time served in a coaching capacity will not be applied toward this requirement.
- If the required volunteer hours are not completed, I understand that my volunteer deposit check will not be returned.
- I acknowledge that this policy ensures fairness and consistency across the program and supports the operational needs of TBJFC.

### **\*\*EJECTION FROM GAME OR COMPETITION ZERO TOLERANCE POLICY\*\***

- **Assistant Coaches:** Any assistant coach ejected or asked to leave a game or competition will be terminated immediately. No appeal.
- **Head Coaches:** Any head coach ejected or asked to leave will be suspended for one week, including all practices and the next game or competition.
  - The head coach may file a written appeal to the TBJFC Executive Board within 24 hours.
  - The TBJFC Executive Board will review and notify the coach of its decision as soon as possible, no later than one week.

### CONCUSSION POLICY

- Athletes removed from play for suspected concussion may not return until evaluated by a licensed MD trained in concussion management *and* cleared in writing.
- After clearance, the athlete must complete the TBJFC Concussion Protocol Program administered by the TBJFC Player Safety Coach.
- Coaches must never discourage a family from seeking medical care.
- Athlete safety is the top priority and supersedes all other considerations.

### CONSEQUENCES FOR VIOLATIONS

Failure to follow this 2026 TBJFC Cheer Coach Code of Conduct may result in:

1. Verbal warning from the Cheer Director
2. Written notice of violation (if repeated), signed by the Cheer Director and TBJFC

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3. One-week suspension or termination from coaching (TBJFC Executive Board decision)

I understand that enforcement actions are not required to follow a progressive sequence and may be applied at any level based on the severity of the violation.

**Note:** Actions that compromise athlete safety, sportsmanship, or the reputation of TBJFC may result in immediate suspension or removal. Any safety violations or physical/verbal violence or abuse will result in immediate termination.

### ACKNOWLEDGEMENT

I understand that my failure to follow the 2026 Cheer Coach Code of Conduct may result in actions that impact my current and future eligibility in the TBJFC program.

**Cheer Coach Name**

**Cheer Coach's Signature**

**Date of Cheer Coach's Signature**
