

Organization:	Fit Active Beautiful Foundation	Policy No.	CE02-02
Policy Type:	Code of Conduct and Ethics	Approved Date:	April 21, 2026
Policy Title:	Coach Code of Conduct Policy	Effective Date:	April 21, 2026

FIT ACTIVE BEAUTIFUL FOUNDATION COACH CODE OF CONDUCT POLICY

PURPOSE

As a coach representing Fit Active Beautiful (“FAB”), you play a vital role in shaping the experience, growth, and well-being of the individuals you mentor. This Code of Conduct Policy outlines the expectations and responsibilities for all coaches to ensure a safe, positive, and respectful environment.

SCOPE

The Coach Code of Conduct Policy applies to all individuals serving in a coaching capacity within FAB. It covers all activities, events and interactions conducted under the auspices of FAB.

EXPECTATIONS AND RESPONSIBILITIES

Commitment to FAB’s Mission and Values

- Support and uphold the mission, vision, and values of FAB as outlined in the FAB Values Agreement.
- Act as a positive role model.
- Promote inclusivity, respect, and fairness in all interactions.

Respect and Inclusion

- Treat all participants, staff, volunteers, and parents with respect, regardless of race, gender, religion, sexual orientation, ability, or background.
- Foster an environment free from discrimination, harassment, or bullying.
- Ensure fair and equitable treatment of all participants and avoid favouritism.
- Eliminate the appearance of “playing favourites” by identifying personal performance as the only criterion for success.

Appropriate Interactions with Participants

- Coaches must maintain appropriate boundaries at all times when interacting with participants.
- Coaches must:
 - Avoid being alone one-on-one with a participant unless it is unavoidable and occurs in an observable and interruptible environment
 - Use only FAB-approved communication channels when communicating with participants
 - Not engage with participants through personal social media accounts or private messaging platforms

Safety and Well-being

- Develop FAB participant's running speed and endurance skills through proper instruction of techniques and strategies.
- Prioritize the physical and emotional safety of participants.
- Adhere to all safety protocols and procedures established by FAB (e.g. holding sessions indoors during very hot weather, monitoring water intake, etc.).
- Ensure that essential safety materials, including each participant's emergency contact details, medical information, the FAB official emergency contact numbers, your coaches' information binder, and a first aid kit, are readily accessible at every training session.
- Maintain the confidentiality of participant information, including personal and medical details, and only share information as required for safety or program delivery.
- Report any concerns about abuse, misconduct, or unsafe situations immediately to the Program Director or Executive Director.

Professionalism and Integrity

- Maintain appropriate boundaries with participants.
- Avoid any behavior or language that could be interpreted as inappropriate, abusive, or offensive.
- Be punctual, prepared, and committed to scheduled sessions and events.

Communication

- Stay informed of all program schedules, changes and organizational communications.
- Communicate openly, honestly, and respectfully with participants, parents, and staff.
- Use appropriate channels for communication.
- Keep parents informed about schedules, expectations, and any issues affecting their child.

Skill Development and Encouragement

- Create an environment focused on skill development, teamwork, and personal growth.
- Work with each participant to ensure development and achievement of individual goals.
- Encourage participants to give their best effort and celebrate their achievements.
- Provide positive, meaningful feedback.
- Avoid placing undue pressure on participants to perform.

Conflict Resolution

- Address conflicts calmly, fairly, and professionally.
- Follow established protocols for conflict resolution within the organization.

Compliance with Policies and Laws

- Follow FAB's policies, procedures, and guidelines.
- Deliver the FAB 5K Challenge Program as demonstrated and communicated by FAB.
- Comply with local, provincial, and federal laws, including those related to child protection and safety.

Substance Abuse and Misconduct

- Never use, possess, or be under the influence of drugs or alcohol while coaching.
- Avoid any behavior that could harm the reputation of FAB.

Accountability

- Attend each session and event scheduled for the FAB 5K Challenge Program. If you cannot attend, contact the site coordinator. A minimum of two coaches should be at each session with a coach to participant ratio of no less than 1 to 12.
- Accept responsibility for your actions and decisions.
- Be open to feedback and strive for continuous improvement.

Non-Compliance

- Failure to comply with this Code of Conduct may result in corrective action, up to and including removal from coaching duties, depending on the nature and severity of the non-compliance.

Acknowledgment

- All coaches are required to review and acknowledge the Coach Code of Conduct prior to participating in the FAB 5K Challenge Program and on an annual basis thereafter.

RELATED DOCUMENTS

- FAB Values Agreement
- Gender Equity Policy
- Accessibility Policy
- Anti-Bullying and Harassment Policy
- Child Protection and Safeguarding Policy
- Health and Safety Policy

REVIEW AND REVISIONS

The Coach Code of Conduct Policy shall be reviewed by the Board at least every two years or more frequently if required due to legislative changes, operational needs or identified risks. Any amendments must be approved by the Board.