

## **LEADER HANDBOOK 2023 - (Coach/Scout/Staff/Volunteer)**

The U.S. ARMY BOWL is a property of GOAT Farm Sports, LLC

**MISSION** – The U.S. Army Bowl exists to lead life-changing sports teams and events.

**U.S. ARMY BOWL CORE VALUES** – Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, Personal Courage. Treat others the way you want to be treated. Be the best leader you can be.

**LEADERSHIP EXPECTATIONS** – All Leaders will lead with U.S Army Bowl core values to the best of our ability on & off the field.

^ We treat all student-athletes & families (including our opponents) the way we want to be treated.

^ We coach/mentor/lead student-athletes with integrity on & off the field.

^ We are honest in our coaching, recruiting, competition, and life beyond football.

^ If we make a mistake, we will take responsibility and work with the Management Team to make things right as quickly as possible.

\_\_\_\_\_ (initial here)

**CODE OF CONDUCT POLICY** - If a Leader (Coach/Scout/Staff/Volunteer) makes a bad decision against our Code of Conduct policy that leader will be held accountable and is in jeopardy of losing their position. The U.S. Army Bowl Management Team will meet with leaders to hold every leader accountable.

### **Code of Conduct (examples and disqualifying behaviors that will not be tolerated)**

\*Be honest. Cheating is always a bad decision.

\*Serve selflessly. Physical abuse is always a bad decision.

\*Be respectful. Sexual harassment is always a bad decision.

\*Show honor. Cursing is always a bad decision (particularly toward a player, coach, referee, opponent, or any person under your leadership and guidance).

\*Live with integrity. Drunkenness and illegal drug use is always a bad decision.

\*Demonstrate personal courage. Quitting is always a bad decision.

**CONTRACT PAYMENT / STIPENDS** - I agree as a Leader (Coach/Scout/Staff/Volunteer) with the U.S. Army Bowl that payment, stipends, and benefits for a job I am contracted to do are contingent upon completing that job in good standing with this contract. If I do not complete this contract in good standing and must be relieved of my leadership position by the Management Team I understand that I am forfeiting my payment, stipend, and/or benefits from the job. U.S. Army Bowl Management Team has final decision-making authority Code of Conduct Policy violations and penalties.

**AGREEMENT- NAME, IMAGE, LIKENESS AND PROPERTY RIGHTS** - The U.S. Army Bowl reserves the right to maintain control of all of the properties, materials, videos, and copyrights associated with the U.S. Army Bowl and all U.S. Army Bowl Showcase Events. U.S. Army Bowl properties include, but are not limited to our: logos, websites, names, images, likenesses, licenses, videos, and marketing materials. Anyone hoping to use any property of the U.S. Army Bowl must have express written consent from the U.S. Army Bowl Management Team. As a leader (Coach/Scout/Staff/Volunteer) I agree to this policy.

\_\_\_\_\_ (initial here)

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### **Child Abuse, Sexual Harassment & Values Violation Prevention and Reporting Policy**

#### **Conduct Policy Scope:**

GOAT Farm Sports, LLC. ("GOAT") runs various events in various locations for a multitude of sports under several names including the U.S. Army Bowl. This policy applies to all GOAT managed events, teams, and programs ("EVENTS") and to all employees, independent contractors, and volunteers ("LEADERS") at a GOAT sponsored event.

#### **Reason for Conduct Policy:**

GOAT is committed to ensuring the safety and well-being of all participants at our events and within our organization's influence. We will not tolerate sexual harassment in any form. GOAT asks all LEADERS to follow our organization's values and Code of Conduct Policy and we will respond effectively to any incident or report of an incident of child abuse, sexual harassment, or code of conduct violation by any GOAT LEADER.

#### **Conduct Policy Terms:**

**CHILD ABUSE:** An injury or pattern of injuries to a minor that is non-accidental. Child Abuse could include blatant neglect, physical abuse, emotional abuse, sexual abuse or harassment.

**SEXUAL HARASSMENT:** This includes any verbal and non-verbal conduct in the presence of a minor or adult, such as inappropriate sexual language or unwanted touching of a sexual nature.

**REPORTER:** All LEADERS are obligated to report suspected abuse of minors to the appropriate authorities. For the purpose of this Policy, all LEADERS must immediately report to the GOAT Management and a Child Protection Contact Person/Agency when any reasonable knowledge of abuse or harassment to a minor/child or adult is suspected or witnessed.

#### **Inappropriate Conduct for Touching Minor/Child includes, but not limited to the following:**

- Never hit, strangle, or tie-up a person against their will.
- Never touch a person in a part of their body that is normally covered by a bathing suit, unless for a clear medical necessity, and then only with supervision by another adult.

\_\_\_\_\_ (initial here)

#### **Prompt Investigation and Enforcement:**

The GOAT Management Team will investigate all child abuse reports involving any LEADER and take immediate action to protect any minor/child or adult involved. If an investigation is conducted, the person being investigated must not have any contact with any minor/child in any GOAT program or event. The privacy of the reporter will be protected. Violations of the Code of Conduct Policy could result in disciplinary action.

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### **Certification of Understanding:**

Every LEADER will be required to read this Policy. Initial each section and sign the following Certification of Understanding to be able to participate as a LEADER in a U.S. Army Bowl (GOAT) Event:

I, \_\_\_\_\_ (print name), certify that I have read and agree to this GOAT policy, prevention, and reporting standard for child abuse, sexual harassment, and values violations.

\_\_\_\_\_  
LEADER (Coach/Scout/Staff/Volunteer) Signature

\_\_\_\_\_  
Date