ETHICAL CONSIDERATIONS FOR COACHES AND ACTIVITY ADVISORS

Recruiting: Recruiting of student-athletes by a member school, coach, coaching staff or affiliated boosters is considered a serious violation of UHSAA rules (UHSAA Guidelines 1.9.1)

Volunteers:

- Payment from any source other than the district creates a possible conflict of interest where the
 payor may feel entitled to make decisions for the team, instead of the head coaches, school, and
 district
- Volunteers still "work" for the school no matter who pays them and the school is still liable for actions of volunteers
- All volunteers who will be given significant unsupervised access to a student needs a background check! (U.C.A. 53a-3-410)

Accepting Gifts:

- A professional educator cannot accept any bonus or incentive from vendors, potential vendors, or gifts from parents and/or students where there may be the appearance of a conflict of interest or impropriety (R277-515-3D(3)(a))
- Any donations or gifts from students, parents, and business must be specifically and strictly to benefit students (R277-515-3D(3)(d))
- As a public employee, an educator cannot use his position to further his own economic interest or to secure certain privileges for himself or others (U.C.A. 67-16-4)
- As a public employee, an educator cannot accept a gift of substantial value (safe rule of thumb is anything over \$50) that: (1) Improperly influences him; (2) Is a reward for some official action the educator took; or (3) Or is from any entity the school is doing business with (U.C.A. 67-16-5)
 - This does NOT include an award publicly presented in recognition of public services

Exclusivity Contracts:

- Follow district/state procurement policy
- Be cautious of accepting gifts (personally, for family, for coaching staff) an incentive for entering
 into the contract with a particular vendor. Free coaching apparel MAY be appropriate if it is
 something that would have been reasonably budgeted for with or without the contract.
- Look for provisions that allow a vendor to use photographs or video footage of students in the vendor's apparel to promote its product. This is a violation of state law, which prohibits using a picture of someone to either expressly or impliedly endorse a product without the consent of the person or, if a minor, the person's parents (U.C.A. 45-3-3).

Alcohol:

- Educators cannot come to school or a school-related activity in an assigned supervisory capacity while possession, using, or under the influence of drugs or alcohol (R277-515-3(C)(9).
 - "Under the influence" does NOT have to rise to the level of "DUI" legal intoxication

 Best practice: not a drop in the system!

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• Even if there are no students around, state law provides that: a person cannot possess or drink an alcoholic beverage inside or on school grounds (U.C.A. 53A-3-501(1)(a))

Fees Associated with Camps/Clinics:

- Participation in the camp must be voluntary and cannot affect a student's ability to participate fully in the program (R277-407-4A)
- Fees must be set and approved by the LEA and put on the fee schedule, sent home to parents (R277-407-5B)
- Fees cannot exceed the limits established by the LEA (R277-407-4B)
- Fee waivers apply (R277-407-6A)
 - NOTE that fee waivers may only be granted by someone at the appropriate administrative level.

Camps/Clinics in General:

- Educators cannot promote camps, summer leagues, travel opportunities where the educator is
 getting paid and which involves students in the educator's school UNLESS approval is obtained
 IN WRITING consistent with district policy. (R277-515-3(D)(3)(f)
- Educators cannot use school property, facilities, or equipment for personal enrichment UNLESS the educator has his supervisor's permission. (R277-515-3(D)(3)(g). (Best practice: GET IT IN WRITING!)
- Determine whether the camp is private or school sponsored:
 - o NOTE: If school name, school equipment, school uniforms, school busses, and school personnel are used for the camp, it is likely a school sponsored camp.
 - o If private: must rent facilities and equipment and provide liability insurance
 - o *If public:* fees collected should be deposited with the school, stipends to coaches should be approved prior to camp and paid through the district, and fee waivers apply

Handling Money:

- Educators must conduct financial business with integrity by honestly accounting for all funds committed to the person's charge (R277-515-5A(4))
- Educators must know and follow district/charter school policies for collecting money from students (R277-515-5B(2))
- Educators should not commingle any school funds with personal funds (R277-515-5B(2)). This includes booster accounts!

Boundaries with students in extracurricular activities:

- There should be NO inappropriate contact in ANY communication (written, verbal or electronic) with a minor or a student regardless of age (R277-515-3C(16) and R277-515-5A(3)).
 - "Inappropriate contact": if you wouldn't want the student's parents, your principal or superintendent, your significant other, or the media knowing the substance of the communication you're having with the student, it is probably not appropriate.