



YOUTH SPORTS COACH
VOLUNTEER APPLICATION
YMCA of Pueblo

Thank you for considering the YMCA as a place to donate your time and talents. Volunteers are vital to the YMCA. Without them, we would not be able to meet the needs of the youth who live in the Pueblo area.

You'll find questions on this form about your background, former residences, places of employment, and so on. We hope you'll understand that, unfortunately, there are a few people who apply for volunteer jobs at the YMCA for the wrong reasons. The YMCA, however, makes an active effort to prevent abuse. So even though we may know you well, we will conduct appropriate background and reference checks on all volunteer coaches. It's just one of many ways we help protect children and other vulnerable people served by the YMCA. Final acceptance as a volunteer is based on criminal records check, reference checks, and application approval.

Thanks for your cooperation in the effort and your interest as a volunteer coach for the YMCA. If you have any questions about this or any part of our application process, please contact the YMCA of Pueblo.

Name:(First, Middle, Last)_____ Date:_____

Social Security #:_____ Sex:_____ DOB:_____

Day Phone:_____ Evening Phone:_____ Email:_____

Addresses for past 5 years: (list current address first, then work backwards)

1. Street Address:_____ City:_____ State:____ Zip:_____ County:_____

2. Street Address:_____ City:_____ State:____ Zip:_____ County:_____

3. Street Address:_____ City:_____ State:____ Zip:_____ County:_____

4. Street Address:_____ City:_____ State:____ Zip:_____ County:_____

5. Street Address:_____ City:_____ State:____ Zip:_____ County:_____

Have you previously applied for employment here? Yes___ No___



COACHES CODE OF CONDUCT

1. In order to protect YMCA coaches and program participants, at no time during a YMCA program may a coach be alone with a single child where he or she cannot be observed by others.
2. Coaches shall never leave a child unsupervised
3. Restroom supervisions: Coaches must check restrooms prior to practice to ensure it is clean and is not occupied by unknown individuals. During practice, children should be sent in pairs (preferably groups of three) to restroom – never send a child alone. If a coach is ever assisting a child, doors to the facility must remain open.
4. Coaches shall never abuse children including:
 - a. Physical abuse – to strike, spank, shake, slap; Verbal abuse – to humiliate, degrade, threaten
 - b. Sexual abuse – to inappropriately touch or speak; Mental abuse – to shame, withhold kindness, be cruel
 - c. Neglect – to withhold food, water, basic care, etc.

No type of abuse will be tolerated and may be cause for immediate dismissal.
5. Coaches must use positive techniques of guidance, including redirection, positive reinforcement, and encouragement rather than competition, comparison, and criticism.
6. Coaches will observe children at each practice or game and note any possible indicators of abuse. Questions or comments will be addressed to the parent or child in a non-threatening way. Any questionable marks or responses will be documented.
7. Coaches will respond to children with respect and consideration and treat all children equally regardless of sex, race, religion, or culture.
8. Coaches will respect children’s rights to not be touched in ways that make them feel uncomfortable, and their right to say no. Children are not to be touched on areas of their bodies that would be covered by a bathing suit.
9. Coaches will refrain from intimate displays of affection towards others in the presence of their teams and parents.
10. While the YMCA does not discriminate against an individual’s lifestyle, it does require that while coaching, they will abide by the standards of conduct set forth by the YMCA.
11. Coaches must appear clean, neat, and appropriately dressed.
12. Using, possessing, or being under the influence of alcohol or illegal drugs during the practices or games is prohibited.
13. Smoking or use of tobacco in the presence of children or parents during practices or games is prohibited.
14. Profanity, inappropriate jokes, sharing intimate details about one’s personal life and any kinds of harassment is prohibited.
15. Coaches must be free of physical and psychological conditions that might adversely affect the children’s physical or mental health. In in doubt, an expert should be consulted.
16. Coaches will portray a positive role model for youth by maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity. All coaches are expected to support the officials. Any negative comments or gestures towards an official will not be tolerated.
17. Coaches should not be alone with children in their teams or other teams associated with the YMCA. Any exception to this rule should be subject to administer approval.
18. Coaches should not transport children in their own vehicles unless prior approval is given by the YMCA administrator.
19. Coaches should not date program participants under the age of 18 years of age.
20. Coaches should monitor the release of children on their teams to ensure a child is never left alone or picked up by a stranger.
21. Coaches are required to read and sign all policies related to identifying, documenting, and reporting child abuse and attend trainings on the subject.
22. Coaches will act in a caring, honest, respectful, and responsible manner.

I understand the any violation of this Coaches Code of Conduct may result in my dismissal.

Coaches Signature: _____ Director Signature: _____ Date: _____



TELEPHONE REFERENCE CHECK

Coach: Please list the following information in the **bolded** areas including name and phone numbers. The YMCA requires at least three references to be listed for follow up by a YMCA staff person. Only one reference may be a personal reference. NO reference may be a family member.

Name: _____ **Home Phone:** _____ **Work Phone:** _____

Reference checked by: _____

Please answer the following questions to the best of your knowledge:

- | | | | | | |
|--------------------------|-----|----|---------------------------|-----|----|
| • Applicant dependable? | Yes | No | Good work ethic? | Yes | No |
| • Ever volunteer before? | Yes | No | Would you recommend? | Yes | No |
| • Get along with others? | Yes | No | Applicant good with kids? | Yes | No |

Other Comments: _____

Name: _____ **Home Phone:** _____ **Work Phone:** _____

Reference checked by: _____

Please answer the following questions to the best of your knowledge:

- | | | | | | |
|--------------------------|-----|----|---------------------------|-----|----|
| • Applicant dependable? | Yes | No | Good work ethic? | Yes | No |
| • Ever volunteer before? | Yes | No | Would you recommend? | Yes | No |
| • Get along with others? | Yes | No | Applicant good with kids? | Yes | No |

Other Comments: _____

Name: _____ **Home Phone:** _____ **Work Phone:** _____

Reference checked by: _____

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| • Get along with others? | Yes | No | Applicant good with kids? | Yes | No |

Other Comments: _____
