NEVADA UNION JUNIOR MINERS, INC.
COACH & TEAM PARENT AGREEMENT PACKET

Season: 2027

This Agreement ("Agreement") is entered into between Nevada Union Junior Miners, Inc. (NUJM) and the undersigned volunteer ("Volunteer").
This Agreement is binding upon approval by the NUJM Board of Directors and is subject to NUJM Bylaws, policies, league rules, and applicable laws.

SECTION 1 – ROLE DESIGNATION

☐ Head Coach
☐ Assistant Coach
☐ Coach Trainee
☐ Team Parent
☐ Board Member
Role: _____
Team: _____
Appointment is for one (1) season only and does not guarantee renewal.

SECTION 2 – VOLUNTEER STATUS

Volunteer acknowledges that:

- This is a volunteer position.
- No compensation is provided unless approved in writing by the Board.
- This Agreement does not create an employment relationship.

SECTION 3 – GENERAL DUTIES AND RESPONSIBILITIES

Volunteer agrees to:

- Act in the best interests of NUJM at all times.
- Provide a safe, positive, development-focused environment.
- Follow all NUJM bylaws, policies, and league regulations.
- Enforce all safety protocols, including concussion and heat illness prevention.
- Maintain appropriate supervision of players at all events.
- Return all issued equipment at season end.

Head Coaches are responsible for oversight of assistant coaches and team staff.

Board Members are responsible for governance, oversight, fiduciary responsibilities, policy enforcement, and maintaining the integrity of the organization in accordance with the NUJM Bylaws.

SECTION 4 – PROGRAM SUPPORT & PROFESSIONAL CONDUCT

Volunteer agrees to:

- Support NUJM, its Board of Directors, coaches, volunteers, and program publicly and privately.
- Refrain from speaking negatively, disparaging, or undermining:
- NUJM as an organization
- Any coach
- Any Board member
- Any volunteer
- Address concerns constructively and professionally.
- Any concerns, complaints, or issues regarding another coach, volunteer, or Board member must:
- Be submitted in writing;
- Be directed to the NUJM President;
- Follow procedures outlined in the NUJM Bylaws.

Gossip, public criticism (including on social media), or sideline complaints are prohibited and may result in disciplinary action.

SECTION 5 – BACKGROUND CHECK REQUIREMENT

All adult Coaches and Team Parents must:

- Successfully complete a criminal background check prior to participation; Consent to periodic re-screening if required.
- Failure to consent to or pass a background check results in immediate disqualification.
- The Board retains sole discretion regarding eligibility determinations.

SECTION 6 – MANDATORY TRAINING REQUIREMENTS

Before participating each season, Volunteer must complete:

- Concussion recognition and response training as required under California law;
- Any league-required certifications;
- All Coaches, Team Parent, & Board Member must attend at least one coaches clinic
- Any additional safety training required by NUJM

Failure to complete required training results in automatic suspension until compliance is satisfied.

SECTION 7 – CODE OF ETHICS AND CONDUCT

Volunteer agrees to:

- Demonstrate sportsmanship and leadership.
- Treat all players, parents, officials, and volunteers with respect.
- Maintain appropriate adult-minor boundaries.
- Avoid bullying, harassment, or discriminatory conduct.

- Refrain from alcohol, tobacco, or illegal substance use at team activities.
- Comply with all mandatory reporting obligations.

SECTION 8 – CONFLICT OF INTEREST

Volunteer agrees to:

- Avoid using NUJM resources for personal benefit.
- Disclose any potential conflict of interest in writing to the Board.
- Abstain from decisions involving personal financial or family interest.

Board Members must comply with fiduciary duties and abstain from voting on matters in which they have a material financial interest.

SECTION 9 – AUTHORITY LIMITATIONS

Volunteer acknowledges:

- They have no authority to bind NUJM contractually or financially.
- They may not incur expenses or make commitments without Board approval.
- Unauthorized commitments are the personal responsibility of the Volunteer.

SECTION 10 – SAFETY, RISK & ACKNOWLEDGMENT

Volunteer acknowledges:

- Youth athletics involve inherent risks.
- They are responsible for enforcing safety rules.
- Concussion return-to-play protocols must be strictly followed.
- Any suspected abuse or injury must be reported immediately.
- Volunteer agrees to exercise reasonable care and supervision at all times.

SECTION 11 – INDEMNIFICATION & INSURANCE

To the fullest extent permitted by California law:

- NUJM may indemnify Volunteers acting in good faith and within authorized duties.
- Indemnification does not apply to gross negligence, willful misconduct, fraud, or policy violations.
- Insurance coverage applies only while acting within authorized scope and in compliance with all NUJM and league requirements.

SECTION 12 – DISCIPLINE AND TERMINATION

The Board of Directors may suspend or remove Volunteer for:

- Failure to complete background checks or training;
- Safety violations;
- Conduct detrimental to NUJM;
- Conflict of interest violations;
- Disparaging or undermining conduct;
- Violation of bylaws or policies.

Board decisions are subject to appeal procedures outlined in the Bylaws.

SECTION 13 – ACKNOWLEDGMENT OF BYLAWS

By signing below, Volunteer acknowledges:

- Receipt and review of the NUJM Bylaws;
- Understanding of all policies and obligations;
- Agreement to comply fully;
- Understanding that violation may result in immediate suspension or removal.

SECTION 14 – SOCIAL MEDIA POLICY

All Coaches, Team Parents, and Board Members are representatives of NUJM and must conduct themselves responsibly on all social media platforms.

A. Respect and Integrity

All social media interactions must be conducted with respect and integrity toward Coaches, Opposing teams, Officials, Board Members, Program administrators, Families and participants.

Harassment, bullying, disparaging remarks, or inflammatory content related to NUJM is strictly prohibited.

B. Positive Representation

Participants must ensure that their social media activity positively represents themselves, their team, and NUJM.

Any content that could reasonably reflect negatively on NUJM, its leadership, athletes, families, or league partners is prohibited.

C. Confidentiality

Participants must not disclose confidential information including but not limited to: team strategies or playbooks, internal discussions or Board deliberations, personal information of athletes or families, disciplinary matters.

D. Avoiding Conflict

Participants shall not engage in online disputes, arguments, or public criticism related to NUJM.

Concerns must be addressed through proper internal channels as outlined in Section 4.

E. Reporting Violations

Suspected violations should be reported promptly to a Board Member or the NUJM President.

F. Disciplinary Action

Violation of this Social Media Policy may result in: Verbal or written warning, suspension, removal from position, expulsion from the Program

Disciplinary decisions shall be made by the Board in accordance with the NUJM Bylaws.

VOLUNTEER INFORMATION

Name (Print): _____

Signature: _____ Date: _____