

Ethics Guidelines for Pairs and Dance

This document has been created as a supplement to the Code of Ethics. As it is a supplement, it is not intended to replace the Code of Ethics already in place but rather provide guidelines for our professional behavior. Below are listed just a few of the many scenarios that occur when dance/pair teams are formed. This document does not cover all possible issues. These Guidelines are meant to be just that... guidelines.

Issue-Recruitment vs. Solicitation

When you advertise yourself as a Pair/Dance coach, you are *RECRUITING*. Targeting a skater already established with a partner and suggesting they change to you is *SOLICITATION*. Telling a skater already involved in a partnership and with a coach they will have better results with you is *SOLICITATION*.

The best way to show the difference is to give some examples:

- **(Recruiting)** If a Pair/Dance coach is approached by a potential client, the coach may speak directly to the potential client about when they can work with the team and what their fee's are, even if this team is currently being coached by someone else. If you agree to coach the team, you should contact the present coach before you start working with the team, in order to make sure he/she is aware of the coaching change.
- **(Solicitation)** A coach approaches a skater (or skater's parent) who is already taking lessons and has a primary coach.
- **(Recruiting)** A coach can approach other coaches to ask if they have students who would be interested in skating with one of their students.
- **(Solicitation)** A team travels to an established training center for a seminar with a nationally/internationally recognized coach. After the seminar, the Program Director/Coach/Presenter suggests they stay for a few days of training to work with them or someone else.
- **(Solicitation)** Contacting, either directly or through another means, a skater or parent by sending recruiting material (resume, etc) directly to a skater or parent is 'targeting' a skater.

Obligations of Coaches:

First and foremost, the welfare of the skaters involved is of paramount importance. A coach should never advance their own goals at the expense of either skater.

Here are some of the most common scenarios that arise.

- A skater has found a partner. The question is *do they* relocate or does the found partner relocate? The answer would seem to be that the coaches and parents decide what is best for the team.
- Coach A approaches Coach B about building a team. All parties involved sit down for a discussion. This is the best case scenario.
- Coach A is training a team. Coach A knows that one of the team members is unhappy and is out looking for a new partner. Coach A should first, speak with the skater/parents who are out looking and then call a meeting of the team to discuss the situation and disclose the information.
- It is the responsibility of EVERY coach to contact the previous coach to make sure they are aware of the coaching change.

Miscellaneous

- When you take on a new skater/team it is best not to criticize the former coaches technique or teaching methods.
- Try not to resent the new coach if your skater decides to work with another coach.
- For documents which address professional responsibilities, go into the Professional Skaters Association website (www.skatepsa.com) click Professional Standards, look at: PSA Code of Ethics, Ethics, Tenants of Professionalism
- All Pair and Dance coaches need to create a good relationship with coaches of all disciplines by encouraging their athletes to take lessons in those disciplines in which they are interested.

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