

POLICY NAME	COMMITMENT TO FAIR PLAY			POLICY NO.
EFFECTIVE DATE	Unknown	DATE OF LAST REVISION		VERSION NO.
ADMINISTRATOR RESPONSIBLE	CEO	CONTACT INFORMATION	ceo@volleyballbc.org	
APPLIES TO	All categories of members and/or registrants defined in the Bylaws of Volleyball BC, as well as all people employed by, contracted by, or engaged in activities with or on behalf of, Volleyball BC or an associated club, but not limited to, employees, contractors, athletes, volleyball clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers	APPROVED BY	HR & Governance Committee and Board of Directors	

1. Purpose

1.1 Volleyball BC aims to ensure that every participant is treated fairly. To that end, Volleyball BC has adopted this Commitment to Fair Play and is committed to upholding the positions outlined herein at all times.

2. Position on Equity and Access

2.1 Equity is the belief and practice of fair and just treatment for all individuals. Volleyball BC believes in and promotes, through its programs, the concepts of equal opportunity, inclusiveness, fairness, and honesty. Volleyball BC expects the highest standards of moral and ethical conduct from all its athletes, coaches, officials, volunteers, and administrators at every level.

2.2 Volleyball BC believes in an environment free from discrimination based on a person's race, color, ancestry, place of origin, political belief, religion, marital status, sexual orientation, physical or mental disability, age, or sex. To be equitable means to be fair, and to appear to be fair.

2.3 Efforts will be made towards raising the awareness and understanding of the equity issue in the volleyball environment.

2.4 Equity does not necessarily mean that all persons must be treated exactly the same. In order to be treated fairly, people may need to be treated differently, including having activities of their choice provided and administered in a fair and unbiased environment.

2.5 Volleyball BC has the opportunity to take a compelling leadership position within the sport community in British Columbia by making a clear commitment to equity.

2.6 Volleyball BC has created and follows a Commitment Statement on Diversity, Equity, Inclusion and Accessibility.

3. Position on Drug Free Sport

3.1 Volleyball BC is committed to the Spirit of Sport. Volleyball BC believes that the most effective way to prevent doping in sport is through a long-term commitment to the core positive values of sport. This belief recognizes the negative impact and tremendous pressures on athletes to "win at all costs". Accordingly, Volleyball BC attempts to strike a better balance within its sport by encouraging its coaches, officials, parents and others to place more value and importance on the internal rewards associated within volleyball. Volleyball BC believes that the athletes' involvement in volleyball should be about the

pursuit of sporting and human excellence. Therefore, any pursuit of sporting excellence that undermines the pursuit of human excellence, such as the use of performance enhancing drugs, is totally unacceptable.

3.2 Volleyball BC supports this position through endorsing and supporting Volleyball Canada's anti-doping policies and testing procedures.

3.3 Volleyball BC has created and follows an Anti-Doping Policy.

4. Position on Rights for Athletes

4.1 Bill Of Rights for Athletes:

- a) Right of the opportunity to participate in sports regardless of ability
- b) Right to participate at a level that is consistent with the developmental level
- c) Right to have qualified sensitive leadership
- d) Right to participate in a safe and healthy environment
- e) Right of each participant to share in the leadership and decision making of their sport
- f) Right of child athletes to play as children
- g) Right to proper preparation in the sport
- h) Right to an equal opportunity to strive for success
- i) Right to be treated with dignity by all involved
- j) Right to have fun through sport

5. Reporting and Monitoring Mechanisms

5.1 Volleyball BC shall publicly declare that it is an equal opportunity employer and respects the principles of pay equity in relation to paid employees, thereby having equal pay for equal work by either gender.

5.2 Volleyball BC shall practice family-friendly work practices such as flex-time, codes of conduct, pay equity, and non-discriminatory interview techniques. Volleyball BC will support discussion on further practices as the need arises.

5.3 Volleyball BC shall work proactively with provincial and national agencies to identify and eliminate barriers facing women in sport.

5.4 Volleyball BC shall use gender-appropriate language and visuals in all written material.

5.5 Volleyball BC shall publicly recognize member clubs that make advancements with respect to equity issues.

5.6 Volleyball BC shall strive to have both sexes represented on its delegations to external forums and conferences.

5.7 Volleyball BC will not solicit nor accept sponsorship from companies that discriminate against identified groups.

5.8 Volleyball BC shall strive to have both genders represented on its Board of Directors and on all committees.

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR