

POLICY NAME	IN-EVENT CONDUCT & DISCIPLINE POLICY			POLICY NO.	1
EFFECTIVE DATE	February 1, 2026	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 (Participants as defined in the UCCMS) and for greater certainty includes all individuals employed by, or engaged in activities with, Volleyball BC including, but not limited to, athletes, coaches, volunteers, referees and officials, managers, administrators, committee members, Directors and Officers of BC; parents/guardians, and spectators at events.	APPROVED BY	Board of Directors		

1. Definitions

“Designated Use Areas” - Areas of a facility at an Event that are accessible by participants and spectators and that have been determined in the permit or agreement made with the facility operator. These include gymnasiums, lobbies, bathrooms, entry/exit access points and other common areas determined by the facility operator.

“Event” – A Volleyball BC sanctioned event.

“Facility” – A building, school or sport venue, rented or operated by Volleyball BC to host a Volleyball BC sanctioned event.

“Minor” - An individual under the age of 19 years.

“Individuals” - All categories of members and/or registrants defined in the Bylaws of Volleyball BC (Participants as defined in the UCCMS) and for greater certainty includes all individuals employed by, or engaged in activities with, Volleyball BC including, but not limited to, athletes, coaches, volunteers, referees and officials, managers, administrators, committee members, Directors and Officers of BC; parents/guardians, and spectators at events;

2. Purpose

2.1 Volleyball BC is committed to a healthy, safe, orderly, and positive environment that preserves the integrity of sport and youth activity. Volleyball BC will address inappropriate conduct at Events and ensure compliance with Facility rules to protect ongoing access to venues. This Policy outlines how misconduct during an Event shall be handled.

3. Scope and Application

3.1 This Procedure will be applied to all Volleyball BC sanctioned Events and all Individuals included in the definition above.

3.2 The Volleyball BC designated person responsible for the Event (e.g., on-site coordinator, Tournament Director, Referee Supervisor) is authorized to apply and enforce this Policy.

3.3 If the Event is being hosted by Volleyball Canada (such as in the case of a National Championship) or another entity, the Event Discipline policies of the organizing entity shall replace this. Individuals connected with Volleyball BC (such as Volleyball BC athletes, coaches, members, and directors and officers) must still be reported to Volleyball BC for possible action under Volleyball BC’s *Discipline and Complaints Policy*.

3.4 This Policy does not replace or supersede Volleyball BC’s *Discipline and Complaints Policy*. Immediate, informal, or corrective action at Events may be taken under this Policy with any further discipline addressed under the *Discipline and Complaints Policy*. Volleyball BC retains discretion to address incidents at Events pursuant to its *Discipline and*

3.5 Decisions made within the scope of this policy are not appealable.

4. Inappropriate Conduct at an Event

4.1 Inappropriate conduct at an Event includes the following:

- a) Conduct that includes, but is not limited to, any comment(s) or action(s) deemed rude, profane, disrespectful, or aggressive, exhibited during a Volleyball BC tournament or Event.
- b) Any actions or behaviour that contravene Volleyball BC's *Code of Conduct and Ethics*.
- c) Any actions that impede or disrupt the safe and effective operation of a Volleyball BC Event.

4.2 Inappropriate conduct can occur between parties connected to an Event during a match or away from the court.

4.3 All inappropriate conduct shall be reported to the Volleyball BC designated person (eg. the on-site coordinator, Tournament Director, Referee Supervisor) responsible for the Event.

4.4 The designated person at the Event will use the procedure outlined in Section 8 to address inappropriate conduct. In its sole discretion, Volleyball BC may elect to address the inappropriate conduct under its *Discipline and Complaints Policy*.

4.5 Where applicable, the designated person at the Event will apply the relevant sanctions identified in Volleyball BC's Club Volleyball Handbook. In its sole discretion, Volleyball BC may apply additional sanctions or measures to those identified in the Club Volleyball Handbook

5. Consequences for Inappropriate Conduct at an Event During a Match

5.1 Inappropriate conduct by coaches and players during a match will be handled in line with Volleyball Canada's Rulebook. Volleyball BC reserves the right to process further discipline after the Event.

5.2 Inappropriate conduct during a game by a spectator, volunteer, or family member toward referees, staff, playing teams, other parents or spectators may be immediately addressed by the on-site Volleyball BC representative with a verbal warning, ejection from the facility for the remainder of the day, or ejection for the remainder of the Event depending on the seriousness of the conduct.

5.3 If the Individual is ejected from the facility and does not leave the facility when requested, the participation of the team they are affiliated with may be impacted as follows:

- a) If the match is in progress, it will be stopped and the affiliated team will default the set if the Individual does not leave within 5 minutes of their ejection. The affiliated team will default the match if the Individual does not leave the facility within 10 minutes of their ejection.
- b) If the match has not started, the match will not commence until the Individual has left the facility. The first set will be defaulted by the affiliated team if the Individual has not left the facility 5 minutes after the scheduled start time. If the Individual remains in the facility 10 minutes after the scheduled start time, the affiliated team will default the match.
- c) If appropriate, security or the local authorities will be called.

6. Consequences for Inappropriate Conduct at an Event Outside of a Match

6.1 Inappropriate conduct by a team member (coach, athlete, manager, club member), spectator, parent, etc. that is demonstrated outside of a match toward referees, staff, playing teams, or spectators may be addressed by the on-site Volleyball BC representative with a verbal warning, ejection from the facility for the remainder of the day, or ejection for the remainder of the tournament depending on the seriousness of the conduct.

6.2 If the Individual is a Minor, they will not be ejected from the facility, but fall under the direct supervision of parent(s), coaching staff, club administration, or another adult representative. The Individual can neither participate in the match nor be listed on the team roster (sit on the bench) but can remain in the facility if supervised by an adult(s).

6.3 If the Individual is an adult and does not comply and leave the facility when requested, the participation of the team they are affiliated with may be impacted as follows:

- a) The match will not commence until the Individual has left the facility.

- b) The first set will be defaulted by the affiliated team if the Individual has not left the facility 5 minutes after the scheduled start time. If the Individual remains in the facility 10 minutes after the scheduled start time, the affiliated team will default the match.
- c) If appropriate, security or the local authorities will be called.

7. Reporting Inappropriate Conduct at an Event

7.1 If disciplinary actions are taken during an Event in accordance with this Policy, the on-site Volleyball BC representative must immediately report the situation to the Volleyball BC by completing an Incident Form and submitting it to reporting@volleyballbc.org.

7.2 The Volleyball BC staff member charged with club discipline/complaints will review a report of measures taken under this Policy and take the following steps:

NATURE OF INCIDENT	ACTION
a) Minor Single isolated incident; Incident is resolved for duration of Event by immediate steps taken.	No further action required. Incident report is kept on file. In its sole discretion, Volleyball BC may escalate an incident to Medium or Major if an Individual has repeatedly demonstrated inappropriate conduct at the Event.
b) Medium More complex situation; Incident requires continuing or additional action to be taken for remainder of Event	Volleyball BC will instigate additional action in line with the steps outlined in Section 8. The individual reviewing the report may undertake investigation and implement continuing action.
c) Major Major breach of Code of Conduct and Ethics; Incident requires action post-Event.	Volleyball BC will refer incident report for further steps in line with the <i>Discipline and Complaints Policy</i>

8. Inappropriate Conduct Requiring Investigation

8.1 The Volleyball BC-designated person will use the following procedure to address the incident:

- a) Notify the involved parties that there has been an incident that violated or potentially violated Volleyball BC's *Code of Conduct and Ethics*
- b) Convene a jury of either one person or three people (one of whom shall be designated the Chairperson), who shall not be in a conflict of interest, to determine whether Volleyball BC's *Code of Conduct and Ethics* has been violated. The onsite Volleyball BC representative at the Event may serve on the jury.
- c) The jury will interview and secure statements from any witnesses to the alleged violation
- d) If the violation occurred during a match, interviews will be held with the officials who conducted the match and with the coaches and captains of each team when necessary and appropriate. Any individual who is a minor may have an adult representative present.
- e) The jury will interview and secure a statement from the person(s) accused of the violation
- f) The jury will render a decision and determine a possible penalty
- g) The Chairperson of the jury will inform all parties about the jury's decision.

8.2 The penalty determined by the jury may include any of the following, singularly or in combination:

- a) Oral or written warning
- b) Oral or written reprimand
- c) Suspension from future matches or attendance at the Event
- d) Ejection from the Event
- e) Other appropriate penalty as determined by the jury

8.3 The jury does not have the authority to determine a penalty that exceeds the duration of the Event. Further discipline may then be applied per Volleyball BC's *Discipline and Complaints Policy* if necessary.

9. Reporting and Review

9.1 This Procedure does not prohibit other Individuals from reporting the same incident of gross misconduct to Volleyball BC to be addressed as a formal complaint under Volleyball BC's *Discipline and Complaints Policy*.

9.2 Volleyball BC shall record and track all incidents reported to its office.

9.3 This Policy will be reviewed every 2 years.

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
1	Chief Executive Officer (consultation with Discipline Chair)	February 1 2026	Amalgamation of Event Protest and Discipline Procedure and Event Conduct Policy,	Emma Gibbons