

UNDERSTANDING THE CODE OF CONDUCT AND ETHICS

What is this policy for?

The Code of Conduct and Ethics explains how everyone involved in volleyball is expected to behave. Its goal is to keep Volleyball BC and Volleyball Canada programs, activities and events safe and positive for everyone.

Volleyball BC and Volleyball Canada support equal opportunity and do not allow discrimination. They are committed to an environment where everyone is treated with respect and fairness.

Who does this policy apply to?

This policy applies to all members and registrants of Volleyball BC and Volleyball Canada, and to anyone employed by, or taking part in activities with, Volleyball BC. This includes:

- Athletes
- Coaches
- Referees
- Volunteers, managers and administrators
- Committee members
- Health care workers
- Directors and Officers
- Parents and guardians
- Spectators at events

When and where does this policy apply?

The Code applies during all Volleyball BC and Volleyball Canada business, activities and events, including:

- Competitions, practices and tryouts
- Training camps and travel
- The office and meetings

The Code can also apply to your behaviour outside Volleyball BC and Volleyball Canada activities. This happens if that behaviour harms Volleyball BC's or Volleyball Canada's relationships, the work or sport environment, or their image and reputation – or could harm them. Volleyball BC or Volleyball Canada alone decides when this applies.

What is the Universal Code of Conduct (UCCMS)?

The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (the "UCCMS") is a set of national rules. Sport organizations that receive funding from the Government of Canada adopt these rules. The UCCMS helps make sport respectful, inclusive, accessible, welcoming and safe.

- Volleyball Canada adopted the UCCMS as one of its policies in June 2022.
- The meanings of words (definitions) in the UCCMS also apply to this Code.
- If this Code and the UCCMS ever say different things, the UCCMS takes priority.

What behaviour is not allowed?

The UCCMS calls these "Prohibited Behaviours". They include:

- **Maltreatment** – something a person chooses to do, or chooses not to do, that causes harm or could cause physical or psychological harm. Maltreatment includes abuse and covers:
 - Psychological maltreatment
 - Physical maltreatment
 - Neglect
 - Sexual maltreatment

- Grooming
- **Boundary transgressions** – interactions or communications that cross reasonable personal boundaries and do not fit with the person’s role or duties
- **Discrimination**

Any form of violence is also not allowed.

What are everyone’s responsibilities?

Everyone covered by this Code must:

- Follow all Volleyball Canada and Volleyball BC bylaws, policies, rules and regulations
- Respect the rights, dignity and worth of everyone
- Support the dignity and self-esteem of others by:
 - Giving comments or criticism in an appropriate way, and not criticizing athletes, coaches, referees, organizers, volunteers, employees or members in public
 - Showing fair play, sport leadership and ethical behaviour
 - Taking action, when appropriate, to correct or prevent unfair discrimination
 - Treating people fairly and reasonably
 - Following the rules of the sport and the spirit of those rules
- Never take part in Prohibited Behaviour (maltreatment, including abuse; discrimination; boundary transgressions) or any form of violence
- Never use their power or authority to force or pressure another person into doing something inappropriate
- Not use drugs for non-medical reasons, and not use performance-enhancing drugs or methods
- Not use recreational or illegal drugs while taking part in Volleyball BC or Volleyball Canada programs, activities, competitions or events
- If they are of legal age and choose to drink alcohol, drink responsibly
- Respect other people’s property and not damage it on purpose
- Promote the sport in a positive way
- Follow all federal, provincial, municipal and host country laws
- Not cheat to change the result of a competition, and not offer or accept a bribe to change a result
- Tell Volleyball BC or Volleyball Canada about any ongoing criminal investigation, criminal conviction or bail conditions involving them

What are the anti-doping rules?

Volleyball BC and Volleyball Canada follow the Canadian Anti-Doping Program.

- Breaking an anti-doping rule also breaks this Code and may lead to discipline under the Discipline and Complaints Policy.
- Volleyball BC and Volleyball Canada will respect any anti-doping penalty, whether it was given by Volleyball BC, Volleyball Canada or any other recognized sport organization.
- You must not work or train with anyone who is serving an anti-doping ban (a “period of ineligibility”). This includes coaching, training, competition, instruction, administration, management, athlete development or supervision of the sport. This applies to bans under the Canadian Anti-Doping Program and/or the World Anti-Doping Code that are recognized by the Canadian Centre for Ethics in Sport (CCES).

What extra responsibilities do coaches have?

The relationship between a coach and an athlete is a position of trust and plays a very important part in an athlete’s personal and sport development.

Coaches are “Persons in Authority”, like managers, trainers, referees, staff and administrators. This means there is a “power imbalance” between a coach and an athlete. A power imbalance exists when one person has

authority or control over another, can give or deny benefits or advancement, or is responsible for that person's physical or psychological well-being. Coaches must understand and respect this, and be extremely careful never to misuse their power, whether they mean to or not.

Coaches must also:

- Keep athletes safe by choosing activities and safety measures that suit the athletes' age, experience, ability and fitness level
- Protect athletes' present and future health by working with sport medicine professionals on the diagnosis, treatment and management of athletes' medical and psychological issues
- Give athletes (and the parents or guardians of athletes under 19) the information they need to take part in decisions that affect the athlete
- Act in the best interest of the athlete's development as a whole person
- Never provide, encourage or allow the use of drugs (other than properly prescribed medication) or performance-enhancing substances – and, for anyone under 19, never alcohol, cannabis or tobacco
- Never have a sexual or intimate relationship with an athlete of any age when the coach is in a position of trust or authority
- Dress neatly and appropriately

What extra responsibilities do athletes have?

Athletes must also:

- Follow their athlete agreement (if they have one)
- Report any medical issue promptly if it may limit their ability to travel, practise or compete
- Arrive on time and prepared to do their best at all competitions, practices, training sessions, tryouts, tournaments and sanctioned (approved) events
- Follow the rules about uniforms and equipment
- Show good sportsmanship and not use offensive language or gestures toward other athletes, referees, coaches or spectators
- Follow all policies and procedures, and any extra rules set by their coaches or managers
- Follow the Anti-Doping Policy

What extra responsibilities do referees have?

Referees must also:

- Apply and follow national and provincial rules and regulations
- Act openly, fairly, professionally, lawfully and honestly, in the best interests of Volleyball BC and Volleyball Canada
- Keep sensitive matters confidential, such as ejections, defaults, forfeits, discipline processes, appeals and information about individuals

What is expected of parents, guardians and spectators?

At events sanctioned (approved) by Volleyball BC or Volleyball Canada, parents, guardians and spectators must:

- Encourage athletes to play within the rules and to solve conflicts without hostility or violence
- Speak out against violence in any form
- Respect the decisions and judgement of referees, and encourage athletes to do the same
- Never use verbal or physical abuse, force or pressure (coercion), intimidation or sarcasm
- Respect and show appreciation to all athletes, coaches, referees and volunteers

What happens if someone breaks the Code?

- They may be disciplined under Volleyball BC's Discipline and Complaints Policy.

- If it happens during a competition, they may also be removed from the competition, venue or practice area. The referee may delay play until they leave. They may also face discipline under that competition's own policies.

To make a complaint about someone's behaviour, see Volleyball BC's Discipline and Complaints Policy.

Who can I contact about this policy?

The CEO of Volleyball BC is responsible for this policy:

- Email: ceo@volleyballbc.org

Volleyball BC and Volleyball Canada will each name the people in their organization who are responsible for carrying out this policy.

This policy is reviewed every two years. Any major changes are reviewed by Volleyball Canada and approved by both Volleyball Canada and Volleyball BC.

Note: *This document is designed to explain Volleyball BC's Code of Conduct and Ethics. There may be details in the Policy that are not contained in this document. In the event of any difference between the two documents, the content of the Code of Conduct and Ethics takes priority.*