VOLLEYBALLBC

SAFE SPORT SERIES

CODE OF CONDUCT & ETHICS

What is the Code of Conduct & Ethics?

The **Code of Conduct and Ethics** is a policy that governs the behaviour and conduct of all participants in Volleyball BC programs. When you register for Volleyball BC membership or programs, you are required to read and sign acknowledgement of the Code as part of the registration or membership process.

Volleyball BC and Volleyball Canada adopted the Code of Conduct and Ethics in 2020 as part of policies aimed to create a safe volleyball experience. The Code is based on and aligned with the Universal Code of Conduct to Prevent and Address Maltreatment in Sport and the BC Universal Code of Conduct.

Who does it apply to?

- All members and participants in Volleyball BC programs and activities. This includes athletes, coaches, referees, volunteers, administrators, parents or guardians, and spectators.
- Any volleyball club or organisation that is a member of Volleyball BC has agreed to uphold the Code of Conduct and Ethics. This means that the Code applies to their athletes, Board, staff, and volunteers too.
- Volleyball BC's and member club/organisation's Board members, staff, contractors, and volunteers.

Why is the Code of Conduct important?

For sport experiences to be positive they need to be safe. Volleyball BC is committed to creating sport environments that are free from all forms of harm including sexual, physical, mental, emotional and psychological. We support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all people are treated with respect and fairness. The Code of Conduct and Ethics supports this by:

- outlining responsibilities for everyone to contribute to safe and welcoming volleyball experiences.
- setting shared expectations about behavior and conduct.
- providing clear standards by which organisations and individuals can be held accountable, including through the Volleyball BC disciplinary and complaints process when necessary.

When does it apply?

The Code applies to all participants during business, activities, and events of Volleyball BC and its member clubs/organisations, including:

- Tryouts, training, and practices
- Competitions and tournaments
- Camps, clinics, and other programming activities
- Business operations and meetings
- Any travel representing Volleyball BC or the member club/organisation

The Code also applies to conduct outside of regular business, activities and events when this conduct is drawn to Volleyball BC's attention and we believe that it will reflect badly on our relationships or reputation.

What happens if someone breaks the Code of Conduct?

All participants and members are expected to behave in line with the Code of Conduct and Ethics. Depending on the situation or circumstances:

- You may be asked to leave a competition, activity, or program.
- A formal complaint may be made to Volleyball BC which will be treated in accordance with our **Discipline and Complaints Policy**. If your behaviour falls into abuse and maltreatment, the complaint will be transferred to our independent third party, ITP Sport to be handled.
- You may face sanctions in line with our Discipline and Complaints Policy including being fined, banned from activities, or suspended from membership either temporarily or permanently.
- Volleyball BC, Volleyball Canada, and the other Provincial/Territorial Volleyball Associations have agreed to a Reciprocation Policy which means that disciplinary sanctions are shared and upheld by all organisations.

What should I do if I experience or witness someone breaking the Code of Conduct?

An important part of eliminating abuse and maltreatment in volleyball is handling and reporting concerning behaviour or incidents when they occur. There are several options for reporting concerns about violations of the Code of Conduct.

1. Raise the concern with the program organiser or volleyball organisation – Talk to the on-site program organiser or to the main administrator for the volleyball club/organisation. Depending on the severity, they may be able to address and handle the situation internally.

2. Report the concern directly to ITP Sport
Contact 1-866-921-6714 or
www.integritycounts.ca
Volleyball BC uses **ITP Sport** as an independent third-party to handle complaints that concern abuse and maltreatment. You can speak to someone confidentially and report any incidents directly to the helpline and they will provide you with advice and handle the complaint. If it is appropriate, they will also conduct an investigation into the complaint.

3. Report the concern to Volleyball BC
Contact reporting@volleyballbc.org or by completing the online incident form. We have a Discipline and Complaints process to address issues or behaviours that break our Code of Conduct. If a complaint is related to abuse, maltreatment, or suspected abuse, VBC will refer the complaint to ITP Sport or an independent case manager.

What does the Code of Conduct say?

Every individual has a responsibility to:
a) Maintain the policies, rules, and regulations of Volleyball BC and Volleyball Canada.

b) Support the dignity and self-esteem of other participants by:
i. Providing appropriate comments and avoiding public criticism
ii. Showing fair play, sport leadership, and ethical conduct;
iii. Acting to correct or prevent actions that are discriminatory;
iv. Treating people fairly and reasonably; and
v. Respecting the rules.

c) Avoid any actions that are abuse, harassment, sexual harassment, violence, or discrimination.

d) Respect the rights, dignity, and worth of all participants.

e) Avoid non-medical use of drugs or the use of performance-enhancing drugs, and avoid associating with anyone who is sanctioned for doping.

f) Avoid using power or authority to coerce someone else into inappropriate activities.

g) Consume alcohol responsibility (if you are of legal age)

h) Avoid using recreational or illicit drugs while participating in Volleyball BC programs, activities, competitions, or sanctioned events.

i) Respect other people's property

j) Promote sport in a constructive and positive manner

k) Follow all federal, provincial/territorial, municipal and host country laws

l) Refrain from engaging in cheating or offering/receiving a bribe to manipulate the outcome of a competition.

m) Declare any ongoing criminal investigation, conviction, or existing bail conditions to Volleyball BC

In addition, specific participants have extra responsibilities that the Code of Conduct outlines...

COACHES

a) Ensure a safe environment by selecting activities that are suitable for the level of athletes

b) Communicate and cooperate with professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments

c) Provide athletes (and parents/guardians) with info to be involved in decisions that affect them

d) Act in the best interest of the athlete's development as a whole person

e) Never provide or promote the use of drugs or performance-enhancing substances, or alcohol, cannabis, and/or tobacco by underage youth.

f) Never engage in a sexual or intimate relationship with an athlete of any age in which the coach is in a position of trust or authority;

g) Dress neatly and appropriately

PLAYERS

a) Report any medical issues that might limit their ability to travel, practice, or compete

b) Participate and appear on-time and prepared to participate to their best abilities

c) Respect rules and requirements regarding uniforms and equipment

d) Act in a sportsmanlike manner and avoid bad language, or gestures to other participants

e) Follow any policies, procedures, or rules outlined by coaches or managers.

f) Obey Volleyball BC's **Anti-Doping Policy**

REFEREES

a) Enforce and follow national and provincial rules and regulations

b) Act openly, fairly, professionally, properly, and in the best interests of Volleyball BC and Volleyball Canada.

c) Respect the confidentiality of sensitive issues, including forfeits, discipline, and specific information about individuals.

What are behaviours prohibited by the Code of Conduct?

The Code of Conduct states that all participants will avoid any actions that are abuse, harassment, sexual harassment, violence, or discrimination. It is a violation of the Code to engage in:

PSYCHOLOGICAL / EMOTIONAL MALTREATMENT	Verbal, non-physical behaviour, or actions that harm an individual's sense of self-worth such as name-calling, shaming, or withholding attention.
PHYSICAL MALTREATMENT	Contact or non-contact behaviours that have the potential to cause physical harm including hitting, exercise as a punishment, or providing drugs and alcohol to minors
SEXUAL MALTREATMENT OR HARASSMENT	Unwanted activity, comments or behavior made to individuals because of sex, sexual orientation, gender identify or gender expression, including Criminal Code offenses or any comment or behavior of a sexual nature that is unwelcome or that would be objectively perceived as unwelcome by an outside observer.
GROOMING	Building a relationship, trust and emotional connection with a child or young person (or their families) so an individual can manipulate, exploit and abuse them. The process allows for inappropriate conduct to become normalized and can take place over a short or long period of time.
DISCRIMINATION	Treating someone differently on the basis of their race, nationality, religion, age, sex, gender, family status, or disability.
HARASSMENT	A series of upsetting comments or behaviour against someone which is known or ought to be known to be unwelcome, including isolating someone, hazing, or persistent unwelcome remarks.
ABUSE OF A VULNERABLE ADULT	A vulnerable adult is someone who because of a physical, emotional, or psychological condition is dependent on other persons for care and assistance in day-to-day living. Vulnerable adult abuse may be psychological, financial, or physical, and is often described as a misuse of power and a violation of trust.
CHILD ABUSE	A child is someone under the age of 19 years. Child abuse refers to violence, mistreatment, or neglect that a child may experience while in the care of someone they depend on or trust.

Check out our handout on Abuse and Maltreatment for more information and examples of different types of maltreatment, abuse and appropriate/inappropriate behaviour to ensure that we all have a common understanding of what is acceptable in volleyball.

Where can I find out more?

You can find a full copy of the Code of Conduct and Ethics on the Volleyball BC website at **www.volleyballbc.org/about**

Visit **www.volleyballbc.org/safe-sport** for more information about what we are doing to address concussion, injury, abuse and maltreatment, and mental health in volleyball.