

UNDERSTANDING THE IN-EVENT CONDUCT AND DISCIPLINE POLICY

What is this policy for?

Volleyball BC wants every event to be healthy, safe, orderly and positive, and to protect the integrity of sport and youth activities. This policy explains how Volleyball BC deals with inappropriate behaviour during its events. It also helps make sure everyone follows the rules of the facilities we use, so that we can keep using those venues in the future.

Who does this policy apply to?

This policy applies to all members and registrants of Volleyball BC (called “Participants” in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, or UCCMS). It also applies to anyone employed by, or taking part in activities with, Volleyball BC. This includes:

- Athletes
- Coaches
- Volunteers
- Referees and officials
- Managers and administrators
- Committee members
- Directors and Officers of Volleyball BC
- Parents and guardians
- Spectators at events

When does this policy apply?

This policy applies at all events sanctioned (approved) by Volleyball BC. It covers behaviour during a match and behaviour away from the court.

What do the key words in this policy mean?

- **Event:** an event sanctioned (approved) by Volleyball BC.
- **Facility:** a building, school or sport venue that Volleyball BC rents or runs to host an event.
- **Designated use areas:** the parts of the facility that participants and spectators can use, as set out in Volleyball BC’s permit or agreement with the facility operator. These include gyms, lobbies, washrooms, entrances and exits, and other common areas chosen by the facility operator.
- **Minor:** anyone under the age of 19.

What if the event is run by another organization?

If the event is hosted by Volleyball Canada (for example, a National Championship) or by another organization, that organization’s event discipline policies apply instead of this policy.

Anyone connected with Volleyball BC (such as Volleyball BC athletes, coaches, members, directors and officers) must still be reported to Volleyball BC. Volleyball BC may then take action under its Discipline and Complaints Policy.

How does this policy fit with the Discipline and Complaints Policy?

- This policy does not replace Volleyball BC’s Discipline and Complaints Policy.
- This policy lets Volleyball BC take immediate, informal or corrective action at an event. Any further discipline is dealt with under the Discipline and Complaints Policy.

- Volleyball BC can also choose to deal with any incident at an event under the Discipline and Complaints Policy.
- Decisions made under this policy cannot be appealed.

Who is in charge at an event?

Volleyball BC names a person to be responsible for each event – for example, the on-site coordinator, Tournament Director or Referee Supervisor. In this guide, we call them “the person in charge”. They have the authority to apply and enforce this policy.

All inappropriate behaviour must be reported to the person in charge of the event.

What counts as inappropriate behaviour?

Inappropriate behaviour at an event includes, but is not limited to:

- Any comments or actions that are rude, profane (for example, swearing), disrespectful or aggressive
- Anything that breaks Volleyball BC’s Code of Conduct and Ethics
- Anything that gets in the way of, or disrupts, the safe and smooth running of a Volleyball BC event

Inappropriate behaviour can happen between anyone connected to the event, during a match or away from the court.

What happens when someone behaves inappropriately?

- The person in charge will deal with the behaviour using the process in this policy.
- Where they apply, the person in charge will use the sanctions (penalties) set out in Volleyball BC’s Club Volleyball Handbook.
- Volleyball BC may add other sanctions or measures beyond those in the Club Volleyball Handbook.
- Volleyball BC may instead choose to deal with the behaviour under its Discipline and Complaints Policy.

What happens if it happens during a match?

Coaches and players

Inappropriate behaviour by coaches and players during a match is dealt with under Volleyball Canada’s Rulebook. Volleyball BC can still take further disciplinary action after the event.

Spectators, volunteers and family members

If a spectator, volunteer or family member behaves inappropriately during a game toward referees, staff, teams, other parents or spectators, the person in charge can act right away. Depending on how serious the behaviour is, they may:

- Give a verbal warning
- Remove (eject) the person from the facility for the rest of the day
- Remove (eject) the person from the facility for the rest of the event

What if a person who is ejected does not leave?

If someone is told to leave the facility and does not leave, it can affect the team they are connected to:

- **If the match has already started:**
 - The match will be stopped.
 - If the person has not left within 5 minutes of being ejected, their team loses the set by default.
 - If the person has not left the facility within 10 minutes of being ejected, their team loses the match by default.

- **If the match has not started yet:**
 - The match will not start until the person has left the facility.
 - If the person has not left the facility 5 minutes after the scheduled start time, their team loses the first set.
 - If the person is still in the facility 10 minutes after the scheduled start time, their team loses the match.
- If needed, security or local authorities (such as the police) will be called.

What happens if it happens outside a match?

If anyone – a team member (coach, athlete, manager or club member), spectator, parent or anyone else – behaves inappropriately outside a match toward referees, staff, teams or spectators, the person in charge can act. Depending on how serious the behaviour is, they may:

- Give a verbal warning
- Remove (eject) the person from the facility for the rest of the day
- Remove (eject) the person from the facility for the rest of the tournament

If the person is a minor (under 19)

A minor will not be removed from the facility. Instead:

- They will be placed under the direct supervision of a parent, coaching staff, club administration or another adult representative.
- They cannot play in the match and cannot be listed on the team roster (they cannot sit on the bench).
- They can stay in the facility as long as an adult is supervising them.

If an adult does not leave

If an adult is told to leave the facility and does not leave, it can affect the team they are connected to:

- The match will not start until the person has left the facility.
- If the person has not left the facility 5 minutes after the scheduled start time, their team loses the first set.
- If the person is still in the facility 10 minutes after the scheduled start time, their team loses the match.
- If needed, security or local authorities (such as the police) will be called.

How are incidents reported?

If disciplinary action is taken at an event under this policy, the Volleyball BC representative on site must report it to Volleyball BC right away. They do this by filling in an Incident Form and sending it to reporting@volleyballbc.org.

The Volleyball BC staff member responsible for club discipline and complaints then reviews the report. What happens next depends on how serious the incident is:

Type of incident	What it means	What happens next
Minor incident	A single, one-time incident that was settled for the rest of the event by the steps taken right away.	No further action is needed. The incident report is kept on file. Volleyball BC may treat it as a medium or major incident if the person has behaved inappropriately more than once at the event.
Medium incident	A more complex situation that needs ongoing or extra action for the rest of the event.	Volleyball BC will take extra action using the investigation steps below. The person reviewing the report may investigate and put ongoing measures in place.

Type of incident	What it means	What happens next
Major incident	A serious breach of the Code of Conduct and Ethics that needs action after the event.	Volleyball BC will refer the incident report for next steps under the Discipline and Complaints Policy.

What happens if an incident needs to be investigated?

The person in charge will follow these steps:

Step 1: Tell the people involved that there has been an incident that broke, or may have broken, Volleyball BC's Code of Conduct and Ethics.

Step 2: Set up a jury of either one person or three people to decide whether the Code of Conduct and Ethics was broken. One jury member is named the Chairperson. Jury members must not have a conflict of interest. The Volleyball BC representative on site may be on the jury.

Step 3: The jury interviews any witnesses and gets their statements.

Step 4: If the incident happened during a match, the jury also talks to the officials who ran the match, and to the coaches and captains of each team when needed and appropriate. Anyone who is a minor may have an adult representative with them.

Step 5: The jury interviews the person or people accused and gets their statements.

Step 6: The jury makes a decision and decides on any penalty.

Step 7: The Chairperson tells everyone involved what the jury decided.

What penalties can the jury give?

The jury can give one or more of these penalties:

- A spoken or written warning
- A spoken or written reprimand (a formal statement that the behaviour was not acceptable)
- A suspension from future matches, or from attending the event
- Removal (ejection) from the event
- Any other penalty the jury decides is appropriate

A penalty given by the jury cannot last longer than the event. If more discipline is needed, it can be given under Volleyball BC's Discipline and Complaints Policy.

Can someone else report the same incident?

Yes. This policy does not stop anyone else from reporting the same incident of serious misconduct to Volleyball BC as a formal complaint under the Discipline and Complaints Policy.

How are incidents tracked and reviewed?

- Volleyball BC records and tracks all incidents reported to its office.

Who can I contact about this policy?

The CEO of Volleyball BC is responsible for this policy:

Email: ceo@volleyballbc.org

Note: This document is designed to explain Volleyball BC's In-Event Conduct and Discipline Policy. 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 In-Event Conduct and Discipline Policy takes priority.