



CODE OF CONDUCT

Definitions

1. The following terms have these meanings in this Policy:
 - a. Individuals – Registered participants, as defined in the Volleyball Canada By-laws, including, but not limited to, athletes, coaches, leaders, administrators, officials, volunteers, directors, officers, team management, health care and other staff registered with Volleyball Canada or a Volleyball Canada Member; parents/guardians, and spectators at events.
 - b. Workplace - Any place where business or work-related activities are conducted, including but not limited to, Volleyball Canada's offices, work-related social functions, work assignments outside Volleyball Canada's offices including athletic facilities, work-related travel, and work-related conferences or training sessions.
 - c. Position of Trust – a job or position in which one individual may exercise power or authority over another individual, such as a team manager or coach.
 - d. Vulnerable Individual – a person under the age of 18 years old and/or a person who, because of age, disability or other circumstance, is in a position of dependence on others or is otherwise at a greater risk than the general population of being harmed.

Policy Statement

2. Volleyball Canada is committed to a safe and positive environment within its programs, activities and events, by making all Individuals aware that there is at all times an expectation of appropriate behaviour that is consistent with the values of Volleyball Canada.

Purpose

3. This Policy shall establish the minimum standards of ethical behaviour that are expected of all Individuals.

Scope and Application

4. This Policy applies to all Individuals, relating to conduct that may arise during the course of Volleyball Canada's business, activities and events, including but not limited to; the office environment, competitions, practices, tournaments, training camps, social media, travel, and any work related meetings.
5. This Policy applies to conduct that occurs outside of Volleyball Canada's business and events when such conduct adversely affects relationships within Volleyball Canada (and its Members or between Individuals) and its work and sport environment, and is detrimental to the image and/or reputation of the Volleyball Canada or its Members.
6. All Individuals are expected to promptly report any behaviour of which they become aware, that may constitute a breach of this Policy, or contravenes the law. This includes situations where the breach is suspected, provided the Individual has reasonable grounds to believe such suspicion is true.
7. An Individual who violates this Policy may be subject to sanctions pursuant to Volleyball Canada's *Discipline and Complaints Policy*. In addition to facing possible sanction pursuant to



Volleyball Canada's *Discipline and Complaints Policy*, an Individual who violates this Policy during a competition may be ejected from the competition or the playing area, the official may delay the competition until the Individual complies with the ejection, and the Individual may be subject to any additional discipline associated with the particular competition.

8. An employee of Volleyball Canada who violates this Policy will be subject to appropriate disciplinary action, subject to the terms of Volleyball Canada's *Discipline and Complaints Policy* as well as the employee's Employment Agreement (if applicable).

Provisions

9. Volleyball Canada is committed to providing an environment in which all individuals are treated with respect, and supports equal opportunity, while prohibiting discriminatory practices.
10. All Individuals have a responsibility to:
 - a. Maintain and enhance the dignity and self-esteem of all other Individuals by:
 - i. Demonstrating respect to Individuals regardless of body type, physical characteristics, athletic ability, gender identity, gender expression, ancestry, ethnic or racial origin, nationality, sexual orientation, age, marital status, religious belief, political belief, disability or economic status.
 - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, and employees.
 - iii. Consistently demonstrating a spirit of sportsmanship, sports leadership and ethical conduct.
 - iv. Acting, when appropriate to do so, to prevent or correct practices that are unjustly discriminatory.
 - v. Consistently treating Individuals fairly and reasonably.
 - vi. Ensuring that the rules of the sport, and the spirit of such rules, are adhered to.
 - b. When interacting with vulnerable individuals, or with individuals with whom there is a recognized power of authority or trust that exists, the individual in the Position of Trust is required to enact practical approaches to these interactions. These include, but are not limited to:
 - i. Limiting physical interactions to non-threatening or non-sexual touching (i.e. High-fives, pats on the back or shoulder, handshakes, specific skill instruction, etc.).
 - ii. Ensuring the vulnerable individuals are always properly supervised
 - iii. Ensuring that parents/guardians are aware that some non-personal communication between individuals and vulnerable individuals (e.g. coaches and athletes) may take place electronically (e.g. texting) and that this type of communication is now considered to be commonplace, especially with other older vulnerable individuals (e.g. teenagers). Note that such communication is subject to this Policy.
 - iv. When travelling with vulnerable individuals, not transport vulnerable individuals without others present and will not stay in the same overnight accommodations location without additional adult supervision or others present.
 - c. Refrain from any behavior that constitutes Abuse. Abuse refers to violence, mistreatment or neglect one may experience while in the care of someone they depend on or trust. Types of behavior that constitute abuse include, but are not limited to:



- i. Physical abuse including beating, hitting, shaking, pushing, choking, biting, burning, kicking or assaulting an individual with a weapon. It also includes holding an individual under water, or any other dangerous or harmful use of force or restraint.
 - ii. Sexual abuse including fondling, inviting an individual to touch or be touched sexually, intercourse, rape, incest, sodomy, exhibitionism, or involving a child in prostitution or pornography
 - iii. Neglect including failing to provide for an individual's physical, psychological or emotional development and well-being.
 - iv. Emotional abuse including aggressive verbal threats, social isolation, intimidation, exploitation, or routinely making unreasonable demands. It also includes exposing an individual to violence.
- d. Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group which is offensive, abusive, racist, sexist, degrading or malicious. Types of behaviour that constitute harassment include, but are not limited to:
 - i. Written or verbal abuse, threats or outbursts.
 - ii. The display of visual material which is offensive or which one ought to have known is offensive.
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts.
 - iv. Leering or other suggestive or obscene gestures.
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions.
 - vi. Practical jokes that cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance.
 - vii. Any form of hazing.
 - viii. Unwanted physical contact including touching, petting, pinching or kissing.
 - ix. Unwelcome sexual flirtations, advances, requests or invitations.
 - x. Physical or sexual assault.
 - xi. Retaliation or threats of retaliation against an individual who reports harassment.
- e. Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but are not limited to:
 - i. Sexist jokes
 - ii. Display of sexually offensive material.
 - iii. Sexually degrading words used to describe a person.
 - iv. Unwelcome sexual flirtations, advances, or propositions.
 - v. Persistent unwanted contact.
 - vi. Sexual assault.
- f. Refrain from any behavior that constitutes violence, where violence is defined as the exercise of physical force by a person that causes or could cause physical injury; an attempt to exercise physical force against an individual that could cause physical injury to the individual; or a statement or behavior that an individual may reasonably interpret as a



threat to exercise physical force against the individual. Types of violent activities include, but are not limited to:

- i. Verbal threats to attack
 - ii. Sending or leaving threatening notes or emails
 - iii. Making threatening physical gestures
 - iv. Wielding a weapon
 - v. Hitting, pinching or unwanted touching which is not accidental
 - vi. Throwing an object
 - vii. Blocking normal movement or physical interference with or without the use of equipment
 - viii. Sexual violence
 - ix. Any attempt to engage in the type of conduct outlined above.
- g. Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Volleyball Canada adheres to the Canadian Anti-Doping Program. Any infractions of such program shall be considered an infraction of this Policy and shall be subject to disciplinary action and possible sanction pursuant to Volleyball Canada's *Discipline and Complaints Policy*. Volleyball Canada will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Volleyball Canada or any other sport organization.
- h. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport of volleyball, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by the Canadian Centre for Ethics in Sport (CCES)
- i. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- j. In the case of adults, avoid consuming alcohol in situations where minors are present and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations associated with Volleyball Canada events
- k. Use social media responsibly and strategically, modeling appropriate behaviour that is expected of representatives of Volleyball Canada.
- l. Respect the property of others and not willfully cause damage.
- m. Comply at all times with the Volleyball Canada bylaws, policies and rules and regulations, as may be adopted and amended from time to time.
- n. Adhere to all Federal, Provincial, Municipal or host country laws.

Board/Committee Members and Staff

11. In addition to paragraph 10, Board/Committee Members and staff will:



- a. Remember at all times that they represent Volleyball Canada.
- b. Function in the best interests of Volleyball Canada; not as a member of any other particular group or constituency.
- c. Act with honesty and integrity and conduct himself or herself in a manner that is consistent with the nature and responsibilities of Volleyball Canada's business and the maintenance of member confidence.
- d. Ensure that the financial affairs of Volleyball Canada are conducted in a responsible and transparent manner with due regard for his or her fiduciary responsibilities.
- e. Conduct themselves openly, professionally, lawfully, in good faith and at all times in the best interests of Volleyball Canada.
- f. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism.
- g. Respect the confidentiality appropriate to issues of a sensitive nature.
- h. Respect and publicly support the decisions of the majority and resign if unable to do so.
- i. Commit the time to attend meetings and be diligent in preparation and participation in discussion at such meetings.
- j. Have a thorough knowledge and understanding of all Volleyball Canada governance documents.
- k. Conform to the bylaws and policies approved by Volleyball Canada, in particular, this Code of Conduct as well as the Conflict of Interest Policy and Confidentiality Agreement.

Coaches

12. In addition to paragraph 10, coaches have additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches must understand and respect the inherent power imbalance that exists in this relationship and must be extremely careful not to abuse this relationship either consciously or unconsciously. Coaches will:
- a. Remember at all times that they represent both their team and Volleyball Canada.
 - b. Meet the highest standards of credentials, integrity and suitability, including but not limited to, such considerations and standards established by Volleyball Canada.
 - c. Report any ongoing criminal investigation, conviction or existing bail conditions, including in particular those for violence, child pornography and possession, use or sale of any illegal substance.
 - d. Under no circumstances provide, promote or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances.
 - e. Respect all other teams and athletes from other teams, and in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless first receiving approval from the coach who is responsible for the team or athlete(s) involved.
 - f. Not engage in a sexual relationship with an athlete under the age of 18 years, or an intimate or sexual relation with an athlete over the age of 18, if the coach is in a position of power, trust or authority over such athlete.
 - g. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport.

Athletes

13. In addition to paragraph 10, athletes have additional responsibilities to:



- a. Remember at all times that they represent both their team and Volleyball Canada.
- b. Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete.
- c. Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all competitions, practices, training sessions, events, activities or projects.
- d. Properly represent oneself and not attempt to enter a competition for which one is not eligible by reason of age, classification, or any other reason.
- e. Act in a sportsmanlike manner and not display appearances of violence, foul language or inappropriate gestures to other players, officials, coaches or spectators.
- f. Dress in a manner representative of Volleyball Canada with focus being on neatness, cleanliness and discretion. Designated official clothing, if applicable, should be worn when traveling and competing.
- g. Act in accordance with Volleyball Canada's policies and procedures and, when applicable, additional rules outlined by coaches or chaperones.

Referees and Officials

14. In addition to paragraph 10, referees have additional responsibilities to:
- a. Accept an assignment to officiate at a match only if he or she intends to honour that commitment. If for any reason, the official is unable to attend, he or she must notify the person in charge of officials as soon as possible.
 - b. Be fair and objective.
 - c. Avoid situations in which a conflict of interest may arise.
 - d. Be as impartial, unobtrusive and inconspicuous as possible.
 - e. Conduct all events according to the rules of Volleyball Canada.
 - f. Make independent judgements.

Parents/Guardians and Spectators

15. In addition to paragraph 10, parents/guardians and spectators at events will:
- a. Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence.
 - b. Condemn the use of violence in any form.
 - c. Never ridicule a participant for making a mistake during a performance or practice.
 - d. Provide positive comments that motivate and encourage participants' continued effort.
 - e. Respect the decisions and judgments of officials, and encourage athletes to do the same.
 - f. Never question an official's or staff member's judgment or honesty.
 - g. Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm.
 - h. Respect and show appreciation to all competitors, and to the coaches, officials and other volunteers.
 - i. Not harass competitors, coaches, officials, parents/guardians, or other spectators.

Communications

16. This Policy must be effectively communicated to all those who are responsible for upholding and implementing the Policy.

Review



17. This Policy will be reviewed at least once every two years, or as decided by the Chief Executive Officer and/or the Volleyball Canada Board of Directors.

18. This Policy will next be reviewed in February 2020.

Approval

19. This Policy was approved by the Volleyball Canada Board of Directors on June 10, 2018.