

## CODE OF CONDUCT AND ETHICS

*This is a Pan-Canadian Policy applicable to Volleyball Canada, Newfoundland and Labrador Volleyball Association and the Provincial/Territorial Associations.*

### Definitions

1. The following terms have these meanings in this code:
  - a) *“Abuse”* – Grooming, Child Abuse or Vulnerable Adult Abuse as described in the *Abuse Policy*.
  - b) *“Discrimination”* – Differential treatment of a person based on one or more prohibited grounds, which include race, citizenship, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability.
  - c) *“Harassment”* – A course of vexatious comments or conduct against an Individual or Individuals, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:
    - i. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
    - ii. Deliberately excluding or socially isolating a person from a group or team;
    - iii. Hazing, which is any form of conduct which exhibits any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking person by a more senior person, which does not contribute to either person’s positive development, but is required to be accepted as part of a team or group, regardless of the junior-ranking person’s willingness to participate. This includes, but is not limited to, any activity, that sets apart or alienates any person or persons;
    - iv. Leering or other suggestive or obscene gestures;
    - v. Persistent sexual flirtations, advances, requests, or invitations;
    - vi. Persistent unwelcome remarks, jokes, comments, innuendo, or taunts;
    - vii. Physical or sexual assault;
    - viii. Practical jokes that endanger a person’s safety, or may negatively affect performance;
    - ix. Racial harassment, which includes racial slurs, jokes, name calling, or insulting behaviour or terminology that reinforces stereotypes or discounts abilities because of racial or ethnic origin;
    - x. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing;
    - xi. Retaliation or threats of retaliation against a person who reports Harassment to Volleyball Canada or to a Provincial/Territorial Association; and
    - xii. Written or verbal abuse, threats, or outbursts.
  - d) *“Individuals”* – refers to all categories of members and/or registrants defined in the Bylaws of Volleyball Canada and in the Bylaws of a Provincial/Territorial Association, as applicable, as well

as all people employed by, contracted by, or engaged in activities with or on behalf of, Volleyball Canada or a Provincial/Territorial Association including, but not limited to, employees, contractors, athletes, volleyball clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, parents or guardians, spectators, and directors and officers

- a) *“Maltreatment”* - Includes Maltreatment related to:
- i) *Psychological Maltreatment* – which includes, without limitation, verbal acts, non-assaultive physical acts and acts that deny attention or support.
    - a. Verbal Acts - Verbally assaulting or attacking someone, including but not limited to: unwarranted personal criticisms; body shaming; derogatory comments related to one’s identity (e.g. race, gender identity or expression, ethnicity, Indigenous status, ability/disability); comments that are demeaning, humiliating, belittling, intimidating, insulting or threatening; the use of rumours or false statements about someone to diminish that person’s reputation; using confidential sport and non-sport information inappropriately. Verbal Maltreatment may also occur in online forms.
    - b. Non-assaultive Physical Acts (no physical contact) - Physically aggressive behaviors, including but not limited to: throwing objects at or in the presence of others without striking another; hitting, striking or punching objects in the presence of others.
    - c. Acts that Deny Attention or Support - Acts of commission that deny attention, lack of support or isolation including but not limited to: ignoring psychological needs or socially isolating a person repeatedly or for an extended period of time; abandonment of an Athlete as punishment for poor performance; arbitrarily or unreasonably denying feedback, training opportunities, support or attention for extended periods of time and/or asking others to do the same
  - ii) *Physical Maltreatment* – includes, without limitation, contact or non-contact behaviours that have the potential to cause physical harm
    - a. Contact behaviours - Including but not limited to: deliberately punching, kicking, beating, biting, striking, strangling or slapping another; deliberately hitting another with objects.
    - b. Non-contact behaviours - Including but not limited to: isolating a person in a confined space; forcing a person to assume a painful stance or position for no athletic purpose (e.g., requiring an Athlete to kneel on a hard surface); the use of exercise for the purposes of punishment; withholding, recommending against, or denying adequate hydration, nutrition, medical attention or sleep; denying access to a toilet; providing alcohol to a Participant under the legal drinking age; providing illegal drugs or non-prescribed medications to a Participant; encouraging or knowingly permitting an Athlete to return to play prematurely following any injury or after a concussion and without the clearance of a medical professional; encouraging an Athlete to perform a skill for which they are known to not be developmentally ready.
- e) *“Provincial/Territorial Associations”* – the provincial/territorial member governing bodies for volleyball in each province/territory.
- f) *“Sexual Harassment”* – A course of vexatious comment or conduct against a person because of sex, sexual orientation, gender identify or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be

unwelcome; or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advance to the Individual and the person knows or ought reasonably to know that the solicitation or advance is unwelcome. Types of behaviour that constitute Sexual Harassment include, but are not limited to:

- i. Bragging about sexual ability;
- ii. Demanding hugs;
- iii. Display of sexually offensive material;
- iv. Distributing sexually explicit messages or attachments such as pictures or video files;
- v. Sexist jokes;
- vi. Inquiries or comments about an Individual's sex life;
- vii. Leering (persistent sexual staring);
- viii. Offering a benefit in exchange for a sexual favour;
- ix. Persistent, unwanted attention after a consensual relationship ends;
- x. Persistent unwelcome sexual flirtations, advances, comments or propositions;
- xi. Persistent unwanted contact;
- xii. Sexual assault;
- xiii. Sexually degrading words used to describe a person;
- xiv. Threats, punishment, or denial of a benefit for refusing a sexual advance; and
- xv. Unwelcome inquiries into or comments about a person's gender identity or physical appearance;

### **Purpose**

2. The purpose of this code is to ensure a safe and positive environment within the programs, activities, and events of Volleyball Canada and the Provincial/Territorial Associations by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the applicable core values of Volleyball Canada and/or the Provincial/Territorial Associations. Volleyball Canada and the Provincial/Territorial Associations support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all Individuals are treated with respect and fairness.

### **Application**

3. This code applies to Individuals' conduct during the business, activities, and events of Volleyball Canada and/or the Provincial/Territorial Associations, including, but not limited to, competitions, practices, tryouts, training camps, travel, the office environment, and meetings.
4. An Individual who violates this *Code of Conduct and Ethics* may be subject to sanctions pursuant to the *Discipline and Complaints Policy*. In addition to facing possible sanctions pursuant to the *Discipline and Complaints Policy*, an Individual who violates this *Code of Conduct and Ethics* during a competition may be ejected from the competition, venue or practice area, the referee may delay competition until the Individual complies with the

ejection and the Individual may be subject to sanctions pursuant to that competition's policies.

5. This *Code of Conduct and Ethics* also applies to Individuals' conduct outside of the business, activities, and events of Volleyball Canada and the Provincial/Territorial Associations when such conduct adversely affects Volleyball Canada's and/or Provincial/Territorial Associations' relationships (and the work and sport environment), or is detrimental to the image and reputation of Volleyball Canada or a Provincial/Territorial Association or has the potential to do so. Such applicability will be determined by Volleyball Canada or a Provincial/Territorial Association, as applicable, at its sole discretion.

### **Responsibilities**

6. All Individuals have a responsibility to:
  - a) Adhere to all Bylaws, policies, rules and regulations approved by Volleyball Canada and/or the Provincial/Territorial Associations
  - b) Maintain and enhance the dignity and self-esteem of members and other Individuals by:
    - i. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, referees, organizers, volunteers, employees, or members;
    - ii. demonstrating the spirit of fair play, sport leadership, and ethical conduct;
    - iii. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
    - iv. Treating persons fairly and reasonably; and
    - v. Adhering to the rules of the sport and the spirit of those rules.
  - c) Refrain from any behaviour that constitutes Abuse, Harassment, Sexual Harassment, violence, or Discrimination
  - d) Respect the rights, dignity, and worth of all Individuals
  - e) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Volleyball Canada and the Provincial/Territorial Associations adopt and adhere to the Canadian Anti-Doping Program. Any infraction under this program will be considered an infraction of this code and may be subject to further disciplinary action, and possible sanction, pursuant to the *Discipline and Complaints Policy*. Volleyball Canada and the Provincial/Territorial Associations will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Volleyball Canada, a Provincial/Territorial Association, or any other recognized sport organization
  - f) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, 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)
  - g) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
  - h) In the case of Individuals of legal age, consume alcohol in a responsible manner

- i) Refrain from using recreational or illicit drugs while participating in the programs, activities, competitions, or sanctioned events of Volleyball Canada or a Provincial/Territorial Association;
- j) Respect the property of others and not wilfully cause damage
- k) Promote sport in a constructive and positive manner
- l) Adhere to all federal, provincial/territorial, municipal and host country laws
- m) Refrain from engaging in cheating, which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition
- n) Declare any ongoing criminal investigation, conviction, or existing bail conditions concerning that Individual to Volleyball Canada or to a Provincial/Territorial Association

### **Coaches**

7. In addition to section 6 (above), coaches have many 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 it, consciously or unconsciously. Coaches will:
- a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes
  - b) Avoid compromising the present and future health of athletes by communicating and cooperating with sport medicine professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments
  - c) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete
  - d) Act in the best interest of the athlete's development as a whole person
  - e) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol, cannabis, and/or tobacco
  - f) Not 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

### **Athletes**

8. In addition to section 6 (above), athletes will have additional responsibilities to:
- a) Adhere to the athlete agreement (if applicable)
  - b) Report any medical issues in a timely fashion, when such issues may limit their ability to travel, practice, or compete;
  - c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and sanctioned Volleyball Canada and/or Provincial/Territorial Association events
  - d) Adhere to any rules and requirements regarding uniforms and equipment
  - e) Act in a sportsmanlike manner and refrain from foul language, or gestures to other athletes, referees, coaches or spectators
  - f) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers
  - g) Adhere to the *Anti-Doping Policy*

### **Referees**

9. In addition to section 6 (above), referees will have additional responsibilities to:
  - a) Enforce and abide by national and provincial/territorial rules and regulations
  - b) Act openly, impartially, professionally, lawfully, and in good faith in the best interests of Volleyball Canada and the Provincial/Territorial Associations
  - c) Respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals

### **Parents/Guardians and Spectators**

10. In addition to section 6 (above), parents/guardians and spectators at Volleyball Canada and/or Provincial/Territorial Association sanctioned 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) Respect the decisions and judgments of referees, and encourage athletes to do the same
  - d) Refrain from verbal and physical abuse, coercion, intimidation, and sarcasm
  - e) Respect and show appreciation to all athletes, coaches, referees and volunteers

### **Communication**

11. Volleyball Canada and the Provincial/Territorial Associations will identify those persons within their respective organizations who will be responsible for implementing this policy.

### **Review and Amendment**

12. All significant amendments to this Policy will be submitted to Volleyball Canada for review by its ad hoc committee on policies.
13. This policy will be reviewed every two years. Any significant policy amendments will be approved by the Volleyball Canada and the Provincial/Territorial Associations.

### **Approval**

14. This policy was approved by Volleyball Canada and its Board of Directors on October 13, 2020.