NEWFOUNDLAND & LABRADOR VOLLEYBALL ASSOCIATION

CODE OF CONDUCT AND ETHICS

Purpose

1. The purpose of this Code is to ensure a safe and positive environment within the programs, activities, and events of the Organization and its Members by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the applicable organization's core values and policies. The Organization and its Members support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all individuals can safely participate in sport and are treated with respect and fairness.

Application of this Code

2. This Code applies to any Individual's conduct during the business, activities, and events of the Organization and its Members including, but not limited to, competitions, practices, evaluations, treatment or consultations (e.g., massage therapy), training camps, travel associated with organizational activities, the office environment, events, and any meetings.
3. This Code also applies to Individuals' conduct outside of the business, activities, and events of the Organization and its Members when such conduct adversely affects the organization's relationships (and the work and sport environment) or is detrimental to the image and reputation of the Organization or a Member. Such applicability will be determined by the Organization, Member, or Independent Third Party (as applicable), at its sole discretion.
4. This Code applies to Individuals active in the sport or who have retired from the sport where any claim regarding a potential breach of this Code occurred when the Individual was active in the sport.
5. In addition, breaches of this Code may occur when the Individuals involved interacted due to their mutual involvement in the sport or, if the breach occurred outside of the sport environment, if the breach has a serious and detrimental impact on the Individual(s).
6. Any Individual who violates this Code 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 during a competition may be removed from the competition or training area, and the Individual may be subject to further sanctions.

Responsibilities

7. Individuals have a responsibility to:
    a. Refrain from any behaviour that constitutes Maltreatment, as defined in the UCCMS and amended from time to time.
    b. Maintain and enhance the dignity and self-esteem of members and other individuals by:
        i. Treating each other with the highest standards of respect and integrity;
        ii. Focusing comments or criticism appropriately and avoiding public criticism of Athletes, coaches, officials, organizers, volunteers, employees, or other participants;
        iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
        iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
        v. Consistently treating individuals fairly and reasonably; and
        vi. Ensuring adherence to the rules of the sport and the spirit of those rules.
    c. Refrain from any behaviour that constitutes Harassment, Workplace Harassment, Sexual Harassment, Workplace Violence, Discrimination, or any form of Maltreatment
    d. Abstain from the non-medical use of medications or drugs or the use of Prohibited Substances or Prohibited Methods as listed on the version of the World Anti-Doping Agency's Prohibited List currently in force. More specifically, the Organization and its Members adopt and adhere to the Canadian Anti- Doping Program. The Organization and its Members will respect any sanction imposed on an Individual as a result of a breach of the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
    e. Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision, who has been found to have committed an anti-doping rule violation and is serving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or any other applicable Anti-Doping Rules
    f. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
    g. Refrain from consuming tobacco products, cannabis, or recreational drugs while participating in the programs, activities, competitions, or events of the Organization or a Member;
    h. In the case of minors, not consume alcohol, tobacco, or cannabis at any competition or event;
    i. In the case of adults, not consume cannabis in the Workplace or in any situation associated with the events of the Organization or a Member (subject to any requirements for accommodation), not consume alcohol during competitions and in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcohol in adult-oriented social situations

j. When driving a vehicle for Organization activities:
    i. Not have his or her license suspended;
    ii. Not be under the influence of alcohol, cannabis, or illegal drugs or substances;
    iii. Have valid car insurance; and
    iv. Refrain from using a mobile device.
    v. Respect the property of others and not willfully cause damage
    vi. Respect any additional requirements for drivers, as established by the Organization.
k. Promote sport in the most constructive and positive manner possible
l. Refrain from engaging in deliberate cheating which is intended to manipulate the outcome of a para-classification, competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition
m. Adhere to all federal, provincial, territorial, municipal and host country laws
n. Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of the Organization and its Members (as applicable) and as adopted and amended from time to time
o. Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions involving an Individual to the Organization or to a Member, including, but not limited to, those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method

Directors, Committee Members, and Staff

8. In addition to section 7 (above), Directors, Committee Members, and Staff of the Organization and its Members will have additional responsibilities to:
    a. Function primarily as a Director or Committee Member or Staff of the Organization or a Member (as applicable) and not as a member of any other member or constituency
    b. Ensure their loyalty prioritizes the interests of the Organization or the Member (as applicable)
    c. Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
    d. Comply with the Screening Policy
    e. Conduct themselves openly, professionally, lawfully and in good faith
    f. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
    g. Behave with decorum appropriate to both circumstance and position
    h. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws
    i. Respect the confidentiality appropriate to issues of a sensitive nature
    j. Respect the decisions of the majority and resign if unable to do so

k. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings
l. Have a thorough knowledge and understanding of all governance documents

Coaches and Instructors

9. In addition to section 7 (above), coaches and instructors 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, either consciously or unconsciously. Coaches and instructors 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 Athletes
    b. Prepare Athletes systematically and progressively, using appropriate time frames and monitoring physical and psychological adjustments while refraining from using training methods or techniques that may harm Athletes
    c. 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
    d. Support the coaching staff of a training camp, territorial team, or national team, should an Athlete qualify for participation with one of these programs
    e. Accept and promote Athletes' personal goals and refer Athletes to other coaches and sport specialists as appropriate
    f. Provide Athletes (and the parents/guardians of minor Athletes) with the information necessary to be involved in the decisions that affect the Athlete
    g. Act in the best interest of the Athlete's development as a whole person
    h. Comply with the Screening Policy
    i. Report any ongoing criminal or anti-doping investigation, conviction, or existing bail conditions to the Organization or a Member (as applicable), including those for violence, child pornography, or possession, use, or sale of any illegal or prohibited substance or method
    j. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or prohibited substances or prohibited methods and, in the case of Minors, alcohol, cannabis, and/or tobacco
    k. Respect Athletes competing for other jurisdictions and, in dealings with them, not encroach upon topics or actions which are deemed to be within the realm of 'coaching', unless after first receiving approval from the coaches who are responsible for the Athletes
    l. 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
    m. Recognize the power inherent in the position of coach and respect and promote the rights of all participants in sport. This is accomplished by establishing and following

procedures for confidentiality (right to privacy), informed participation, and fair and reasonable treatment. Coaches have a special responsibility to respect and promote the rights of participants who are in a vulnerable or dependent position and less able to protect their own rights

n. Dress professionally[1]
o. Use inoffensive language, taking into account the audience being addressed

Athletes

10. In addition to section 7 (above), Athletes will have additional responsibilities to:
    a. Adhere to their Athlete Agreement (if applicable)
    b. Report any medical problems in a timely fashion to the Organization or the Member (as applicable), when such problems 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, and evaluations
    d. Properly represent themselves and not attempt to participate in a competition for which they are not eligible by reason of age, classification, or other reason
    e. Adhere to any rules and requirements regarding clothing and equipment
    f. Dress to represent the sport and themselves with professionalism.[2]
    g. Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers

Officials

11. In addition to section 7 (above), officials will have additional responsibilities to:
    a. Maintain and update their knowledge of the rules and rule changes
    b. Not publicly criticize other officials
    c. Work within the boundaries of their position's description while supporting the work of other officials
    d. Act as an ambassador of the sport by agreeing to enforce and abide by national and provincial rules and regulations
    e. Take ownership of actions and decisions made while officiating
    f. Respect the rights, dignity, and worth of all Individuals
    g. Act openly, impartially, professionally, lawfully, and in good faith
    h. Be fair, equitable, considerate, independent, honest, and impartial in all dealings with others
    i. Respect the confidentiality required by issues of a sensitive nature, which may include discipline processes, appeals, and specific information or data about Individuals
    j. Comply with the Screening Policy

[1] Sport NL recognizes that dressing professionally may be a socio-economic barrier for some participants and encourage any individuals who have concerns about this conduct standard to request support from Sport NL.
[2] See Footnote 1.

k. Honour all assignments unless unable to do so by virtue of illness or personal emergency, and in these cases inform a supervisor or the Organization or the Member (as applicable) at the earliest possible time
l. When writing reports, set out the actual facts to the best of their knowledge and recollection
m. Dress in proper attire for officiating

Parents/Guardians and Spectators

12. In addition to section 7 (above), 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 competition or practice
    d. Respect the decisions and judgments of officials, and encourage Athletes to do the same
    e. Support all efforts to remove verbal and physical abuse, coercion, intimidation, and sarcasm
    f. Respect and show appreciation to all competitors, and to coaches, officials and other volunteers
    g. Never harass competitors, coaches, officials, parents/guardians, or other spectators

Organizations

13. The Organization and its Members will:
    a. Adhere to all of the Organization's governing documents and for Members, where necessary, amend their own rules to comply or align with those of the Organization
    b. For Members, recognize that their websites, blogs and social media accounts may be seen as extensions of the Organization and must reflect the Organization's mission, vision and values
    c. Ensure that all Athletes and coaches participating in sanctioned competitions and events of the Organization are registered and in good standing
    d. Have well-defined hiring practices and standards in place including interviews, reference checks, and screening procedures to ensure Athletes have a healthy and safe sport environment
    e. Ensure that any possible or actual misconduct is investigated promptly and thoroughly
    f. Impose appropriate disciplinary or corrective measures when misconduct has been substantiated, regardless of the position or authority of the offender
    g. For Members, advise the Organization immediately of any situation where a complainant has publicized a complaint in the media
    h. For Members, provide the Organization with a copy of all decisions rendered pursuant to its policies for complaints and appeals

Subjecting an Individual to Maltreatment

14. It is a violation of this Code for any Person in Authority to place an Individual in a situation that makes them vulnerable to Maltreatment. This includes, but is not limited to, instructing an Athlete and a coach to share a hotel room when traveling, hiring a coach who has a past history of Athlete Maltreatment, assigning guides and other support staff to an Athlete when the guide or support staff has a reputation for Athlete Maltreatment, or assigning such a guide or support staff to an Athlete in the absence of consultation with the Athlete.

Policy History	
Approved	
Next Review Date	
Revision Approval Dates	