

## CODE OF CONDUCT AND ETHICS

*This is a Pan-Canadian Policy that has been amended by Volleyball Canada in order to be consistent with the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)*

### Definitions

1. The following terms have these meanings in this policy:
  - a) **Abuse** – Maltreatment as defined below;
  - b) **Boundary Transgressions** – as defined in the UCCMS, namely interactions or communications that breach objectively reasonable boundaries of an individual and are inconsistent with duties/responsibilities of the Participant (s.5.7);
  - c) **Child/Children** - a Minor as defined in the UCCMS, namely an individual under the age of 19).
  - d) **Independent Third Party** – an independent person or organization that has no professional or personal ties to Volleyball Canada or a Provincial/Territorial Association;
  - e) **Individuals** - Registered Participants as defined in Volleyball Canada’s Bylaws, (Participants as defined in the UCCMS), and for greater certainty includes all individuals employed by, or engaged in activities with, Volleyball Canada including, but not limited to, athletes, coaches, volunteers, managers, administrators, committee members, health care workers, Directors and Officers of Volleyball Canada; parents/guardians, and spectators at events;
  - f) **Maltreatment** – as defined in the UCCMS, namely a volitional act or omission described in sections 5.2 – 5.6 of the UCCMS that results in harm or has the potential for physical or psychological harm and includes Psychological Maltreatment (s. 5.2), Physical Maltreatment (s.5.3), Neglect (s.5.4), Sexual Maltreatment (s.5.5), and Grooming (s.5.6);
  - g) **Persons in Authority** – any person who holds a position of authority over a Vulnerable individual pursuant to the role assigned to them. Persons in Authority include, but are not limited to, coaches, managers, trainers, referees, staff, and administrators; further a Power Imbalance (as defined below) exists in any interaction between a Person in Authority and a Vulnerable Individual;
  - h) **Power imbalance** – as defined in the UCCMS; it is presumed to exist where a participant has authority or control over another person and is in a position to confer, grant or deny a benefit or advancement, or is responsible for the physical or psychological well-being of a person;
  - i) **Prohibited Behaviour** – as defined in the UCCMS, namely any conduct described in section 5 of the UCCMS, including Maltreatment (s. 5.2-5.6), Boundary Transgressions (s.5.7), and Discrimination (s.5.8);
  - j) **Provincial/Territorial Associations/PTAs** – the provincial/territorial member governing bodies for volleyball in each province/territory;
  - k) **Vulnerable Adults** – is included in the definition of Vulnerable Participant;
  - l) **Vulnerable Individuals** – Minors and Vulnerable Participants; and
  - m) **Vulnerable Participant** – as defined in the UCCMS, namely Persons at risk of Maltreatment and/or coercion, often due to age, gender, race, poverty, Indigeneity, sexual orientation, gender identity or expression, disability psychological or cognitive ability, and their intersections, and it includes persons who are not able to provide informed consent.

## **Purpose**

2. The purpose of this *Code of Conduct and Ethics* 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 of Conduct and Ethics* 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.

## **Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)**

6. The Universal Code of Conduct to Prevent and Address Maltreatment in Sport ([UCCMS](#)) is the core document that sets harmonized rules to be adopted by sport organizations that receive funding from the Government of Canada to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming, and safe, sport experiences.
7. Volleyball Canada formally adopted the UCCMS as a policy of Volleyball Canada in June 2022. The definitions in the UCCMS (Appendix 1 Definitions) apply to this and all other Volleyball Canada Policies as applicable.
8. Volleyball Canada entered into an agreement with the Sport Dispute Resolution Centre of Canada (SDRCC) in June 2022, for the enforcement of the UCCMS, including using the services of the Office of the Sport Integrity Commissioner (OSIC) and the Director of Sanctions and Outcomes (DSO) (the SDRCC Agreement)
9. If there is a conflict between a provision of the UCCMS and a provision of any other VC Policy, the UCCMS prevails to the extent of the conflict.

## Responsibilities

10. 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, reasonable, and respectfully; and
    - v. Adhering to the rules of the sport and the spirit of those rules.
  - c) Refrain from any behaviour that constitutes a Prohibited Behaviour, including Maltreatment (which includes Abuse), Discrimination, and Boundary Transgressions as well as any form of violence;
  - 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; and
  - n) Declare any ongoing criminal investigation, conviction, or existing bail conditions concerning that Individual to Volleyball Canada or to a Provincial/Territorial Association.

## **Coaches**

11. In addition to section 10, 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 are Persons in Authority and 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; and
  - g) Dress neatly and appropriately.

## **Athletes**

12. In addition to section 10, 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; and
  - g) Adhere to the *Anti-Doping Policy*.

## **Referees**

13. In addition to section 10, referees are Persons in Authority and 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; and
  - 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**

14. In addition to section 10, 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; and
  - e) Respect and show appreciation to all athletes, coaches, referees, and volunteers.

**Communication**

15. 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**

16. All significant amendments to this policy will be submitted to Volleyball Canada for review by its ad hoc committee on policies.
17. This policy will be reviewed every two years. Any significant policy amendments require approval by Volleyball Canada and, separately by those the Provincial/Territorial Association, who chose to adopt this policy.

**Approval**

18. This policy was approved by Volleyball Canada and its Board of Directors on October 11, 2022.