

## **Unity Volleyball Club Code of Conduct Policy**

### **Definitions**

1. The following terms have these meanings in this Code:

- a) “*Individuals*” - All individuals engaged in activities with the Unity Volleyball Club (Unity), including but not limited to athletes, coaches, volunteers, managers, administrators, directors and officers of Unity and parents of Unity members.

### **Purpose**

2. The purpose of this Code of Conduct ("Code") is to ensure a safe and positive environment within all Unity programs, activities, and events by making all Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with Unity's values as set out in section 3 of this Code.

3. Unity is committed to providing an environment in which all individuals are treated with respect. Unity supports equal opportunity and prohibits discriminatory practices. Individuals are expected to conduct themselves at all times in a manner consistent with Unity's values.

4. Conduct that violates this Code may be subject to sanctions pursuant to Unity's Discipline and Complaints Policy.

### **Application of this Code**

5. This Code applies to conduct that may arise during the course of Unity business, activities, and events, including but not limited to: its office environment, competitions, practices, training camps, try-outs, travel, and any Unity meetings.

6. This Code also applies to the conduct of Individuals that may occur outside of Unity's activities, events, and meetings when such conduct adversely affects relationships within Unity and its work and sport environment, and is detrimental to the Unity image and reputation. Such applicability will be made by Unity at its sole discretion.

### **Responsibilities**

7. All Individuals have a responsibility to:

- a) Maintain and promote an inclusive sport environment for all Unity members and other individuals by:
  - i. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, national origin, sexual orientation, gender identity, gender expression, age, marital status, religion, religious belief, political belief, disability or economic status
  - ii. Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members
  - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership and ethical conduct
  - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
  - v. Consistently treating individuals fairly and reasonably

vi. Ensuring adherence to the rules of volleyball and the spirit of those rules

b) 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, homophobic, transphobic, 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 know is offensive in the circumstances
- iii. Unwelcome remarks, jokes, comments, innuendo 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 which cause awkwardness or embarrassment, endanger a person's safety, or negatively affect performance
- vii. Any form of hazing where hazing is defined as:

*“Any potentially humiliating, degrading, abusive, or dangerous activity expected of a junior-ranking athlete by a more senior team-mate, which does not contribute to either athlete's positive development, but is required to be accepted as part of a team, regardless of the junior-ranking athlete's willingness to participate. This includes, but is not limited to, any activity, no matter how traditional or seemingly benign, that sets apart or alienates any team-mate based on class, number of years on the team, or athletic ability.”*

- viii. Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- ix. Unwelcome sexual flirtations, advances, requests, or invitations
- x. Physical or sexual assault
- xi. Behaviours such as those described above that are not directed towards a specific individual or group but have the same effect of creating a negative or hostile environment
- xii. Retaliation or threats of retaliation against an individual who reports harassment to the Club

c) 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. Inquiries or comments about a person's sex life
- v. Unwelcome sexual flirtations, advances or propositions
- vi. Persistent unwanted contact

d) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. **More specifically, Unity adopts and adheres to the Canadian Anti-Doping Program.** Any infraction under this Program shall be considered an infraction of this Code and shall be subject to disciplinary action, and possible sanction, pursuant to both the Unity and

Ontario Volleyball Association's (OVA) Discipline and Complaints Policy. Unity will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by the OVA or any other sport organization

- e) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development or supervision of the sport of competitive 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)
- f) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- g) In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with Unity events
- h) Respect the property of others and not wilfully cause damage
- i) Promote volleyball in the most constructive and positive manner possible
- j) Adhere to all federal, provincial, municipal and host country laws
- k) Comply at all times with the bylaws, policies, procedures, rules and regulations of the Club as adopted and amended from time to time.

### **Board Members and Staff**

8. In addition to paragraph 7 of the Unity Code of Conduct – above -, Board Members and Staff of the Club will:

- a) Act with honesty and integrity and conduct himself or herself in a manner consistent with the nature and responsibilities of Unity's business
- b) Ensure that Unity's financial affairs are conducted in a responsible and transparent manner with due regard for his or her fiduciary responsibilities
- c) Conduct oneself openly, professionally, lawfully and in good faith in Unity's best interests
- d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism
- e) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate and honest in all dealings with others
- f) Respect the confidentiality appropriate to issues of a sensitive nature
- g) Ensure that all Unity members are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight

### **Coaches**

9. In addition to paragraph 7 of the Unity Code of Conduct – above -, 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 it, consciously or unconsciously. Coaches will:

- a) Meet the highest standards of credentials, integrity and suitability, including but not limited to such considerations established by Unity's Screening Policy, so that participants are satisfied it has minimized the risk of an unsafe environment
- b) Report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence; child pornography; or possession, use or sale of any illegal substance
- c) 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, alcoholic beverages and/or tobacco
- d) 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
- e) Respect all other coaches both from other teams and those coaching at Unity. Refrain from criticising other coaches publicly or using other means such as social media platforms.
- f) Always communicate in a collegial and respectful manner when addressing other coaches both from other teams and those coaching at Unity.
- g) Promote a harmonious environment. Collaborate with other Unity coaches to share knowledge and best practices.
- h) Not engage in a sexual relationship with an athlete of 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
- i) 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
- j) Dress professionally, neatly and inoffensively
- k) Use inoffensive, appropriate language, taking into account the audience being addressed

## **Athletes**

10. In addition to paragraph 7 of the Unity Code of Conduct – above -, athletes will have additional responsibilities to:

- a) Report any medical problems in a timely fashion, where such problems may limit the athlete's ability to travel, train or compete
- b) Participate and appear on time, well-nourished and prepared to participate to one's best abilities in all Unity competitions, practices, training sessions, events, activities, or projects
- c) Properly represent oneself and not attempt to enter a competition for which one is not eligible, by reason of age, classification, or other reason
- d) Adhere to the Unity's rules and requirements regarding clothing and equipment
- e) Never ridicule a teammate or participant for a poor performance or practice

- f) Act in a sportsmanlike manner and not display appearances of violence, foul language, or gestures to other teammates, opposing players, officials, coaches, volunteers, parents or spectators
- g) Dress in a manner representative of Unity with focus being on neatness, cleanliness, and discretion. Designated official clothing, if applicable, must be worn when traveling and competing
- h) Act in accordance with Unity's policies and procedures and, when applicable, additional rules as outlined by coaches or chaperones

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

11. In addition to paragraph 7 of the Unity Code of Conduct – above -, parents/guardians of Individuals and Spectators at events will:

- a) Encourage athletes to play by the rules and resolve conflicts without resorting to hostility or violence
- b) Never ridicule a participant for a poor performance or practice
- c) Refrain from publically ridiculing or criticizing Unity coaches or these from other teams
- d) Respect the decisions and judgments of officials and encourage athletes to do the same
- e) Not question the judgment or honesty of an official or a Unity staff member or coach
- f) Respect and show appreciation to all competitors and to the coaches, officials, and other volunteers who give their time to the sport
- g) Keep off of the competition area and not interfere with events or calls

### **Unity Volleyball Club COVID-19 Guidelines**

12. An athlete, coach, staff member, parent or volunteer will not, under any circumstances, attend practices or any Unity program or event if they exhibit any symptoms of COVID – including variants - or if they are living with anyone who has exhibited such symptoms.

Please refer to the provincial website for guidance <https://covid-19.ontario.ca/self-assessment/>. If you have any uncertainties that are health related you should consult your physician or public health resource to help you decide if you should participate in any Unity program or event.

When attending a Unity program or event you must also abide by all Unity and facility mandated requirements and measures to ensure participant safety.

These are not normal circumstances. All Unity members including parents, athletes, coaches and volunteers are asked to be flexible, cooperative and be prepared to compromise when necessary.

*Updated – September 2023*