



CLUB POLICY

Code of Conduct and Ethics

Air Attack Volleyball Club

STATUS	Approved
ADMINISTRATOR	Club President or designate
CONDUCT / REPORTING CONTACT	Applicable Technical Coordinator or President Girls Technical Coordinator - girlstd@airattack.ca Boys Technical Coordinator - boystd@airattack.ca President - president@airattack.ca
APPROVED BY	Air Attack Volleyball Club Board of Directors
EFFECTIVE DATE	September 10, 2026

1. Purpose and Principles

Air Attack Volleyball Club (the Club) is committed to providing a safe, respectful, inclusive, accessible, and positive volleyball environment in which every Individual is treated with dignity and fairness.

This Code establishes the standards of behaviour expected from Individuals involved in Club activities. These standards are intended to protect participants, support fair play, promote healthy development, and maintain trust in the Club.

Participation in the Club is a privilege accompanied by responsibilities. Individuals are expected to understand and follow this Code, the Club's other policies and rules, and the reasonable directions of those responsible for Club programs and activities.

2. Definitions

The following terms have these meanings in this Code:

Board - the Board of Directors of Air Attack Volleyball Club.

Club Activity - any Club business, program, team activity, practice, tryout, competition, camp, travel, meeting, social activity, electronic communication, or other activity connected to the Club.

Club - Air Attack Volleyball Club.

Individuals - all Club members, registrants, athletes, coaches, team personnel, managers, parents or guardians, volunteers, contractors, employees, Directors and Officers, committee members, officials, spectators, and any other person participating in or attending a Club Activity.

Minor - an individual under 19 years of age.

Person in Authority - an Individual who holds authority, influence, or decision-making power over another person through their role. This includes coaches, team personnel, managers, trainers, officials, staff, volunteers, administrators, Directors, and Officers.

Power Imbalance - a relationship in which one person has authority, influence, or control over another person, can confer or deny a benefit or opportunity, or is responsible for the other person's physical or psychological well-being.

Prohibited Behaviour - conduct described as abuse, maltreatment, grooming, boundary transgressions, discrimination, harassment, sexual misconduct, retaliation, or other prohibited conduct under applicable Club, Volleyball BC, Volleyball Canada, or safe sport policies.

UCCMS - the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time.

3. Application

This Code applies to all Individuals.

This Code applies to conduct during Club Activities, including conduct in person, during travel, at facilities or accommodations, and through email, messaging applications, social media, or other electronic communications.

This Code may also apply to conduct outside Club Activities when the conduct has a significant and adverse effect on the safety or well-being of an Individual, the Club's working or sport environment, or the Club's relationships, integrity, or reputation.

An Individual may also be subject to the policies and jurisdiction of Volleyball BC, Volleyball Canada, a competition organizer, a facility, or another sport organization. More than one organization may respond to the same conduct.

Conduct during a competition or event may be addressed immediately by a coach, referee, event authority, facility representative, or Club representative. An Individual may be directed to leave a playing area, venue, practice, meeting, or other activity. Immediate action does not prevent further review or discipline under Club or external policies.

4. Acknowledgement

The Club may require athletes, parents or guardians, coaches, team personnel, Directors, staff, and volunteers to review and acknowledge this Code, or an applicable role-specific acknowledgement, as a condition of registration, participation, employment, appointment, or volunteering.

A role-specific acknowledgement summarizes the expectations most relevant to that Individual's role and forms part of this Code. It does not replace or limit the application of this Code. If there is an inconsistency, this Code will govern.

A Minor athlete and their parent or guardian may each be required to complete an acknowledgement. The Club will take reasonable steps to present the expectations to Minor athletes in language appropriate to their age and level of understanding.

An Individual who has been given reasonable access to this Code remains subject to it even if an acknowledgement has not been completed. The Club may nevertheless make completion of an acknowledgement a requirement for continued participation or involvement.

5. Safe Sport and External Policies

The Club prohibits Prohibited Behaviour and is committed to the principles reflected in the UCCMS and the applicable safe sport policies of Volleyball BC and Volleyball Canada.

Where an Individual is subject to the UCCMS or another mandatory policy of Volleyball BC, Volleyball Canada, or an external authority, that policy applies in addition to this Code. If there is a conflict, the mandatory higher-level policy will govern the matter within that organization's jurisdiction.

Alleged Prohibited Behaviour and other significant safety concerns will be reported or referred as required by law and applicable policy. The Club's Discipline and Complaints Policy explains how the Club assesses jurisdiction and makes external referrals.

Nothing in this Code replaces a person's legal duty to report a child who may need protection. A person who has reason to believe that a child needs protection must promptly make their own report to the appropriate child protection authority. Immediate danger or suspected criminal conduct should be reported to police.

6. Responsibilities of All Individuals

All Individuals will:

- comply with the Club's bylaws, policies, codes, rules, agreements, and reasonable directions, as well as applicable laws and event or facility requirements;
- treat others with dignity, courtesy, fairness, and respect, regardless of role, ability, identity, background, or competitive level;
- refrain from Prohibited Behaviour and from violence, threats, bullying, hazing, intimidation, coercion, or conduct that creates an unsafe or hostile environment;
- support equal opportunity, inclusion, accessibility, and practices that are free from discrimination;
- demonstrate fair play, honesty, integrity, and sportsmanship, and follow both the rules of volleyball and the spirit of those rules;
- communicate appropriately and direct comments or criticism through suitable channels, avoiding public attacks or demeaning criticism of athletes, coaches, officials, volunteers, staff, or other Individuals;
- use email, messaging applications, social media, photographs, video, and other digital tools responsibly and in a manner consistent with this Code;
- respect privacy and confidential information obtained through Club participation or a Club role;
- respect Club, facility, and personal property and not deliberately or recklessly damage, misuse, or take property;

- refrain from cheating, improperly manipulating a competition or selection process, or offering or accepting a bribe or improper benefit;
- refrain from using a position, relationship, confidential information, or Club resources for improper personal benefit;
- disclose an actual, potential, or perceived conflict of interest and follow any direction given to manage it;
- in the case of Individuals of legal age, consume alcohol responsibly and never in a manner that affects safety, judgment, performance, supervision, or the reputation of the Club;
- not use, possess, provide, or be impaired by illicit or recreational drugs during Club Activities, and not provide alcohol, cannabis, tobacco, vaping products, or other restricted substances to a Minor;
- comply with the Canadian Anti-Doping Program and applicable anti-doping requirements, where applicable;
- promptly report significant safety concerns, suspected Prohibited Behaviour, or conduct that may place a Minor or another Individual at risk;
- cooperate honestly with authorized complaint, discipline, safety, or investigative processes and comply with interim measures, decisions, and sanctions; and
- refrain from retaliation against a person who raises a concern, makes a good-faith report, supports another person, or participates in a complaint or discipline process.

7. Directors, Officers, Staff, and Volunteers

In addition to section 5, Directors, Officers, staff, committee members, and volunteers will:

- act honestly, in good faith, and in the best interests of the Club while carrying out their responsibilities;
- understand the authority and limits of their role and make decisions using the Club's bylaws, policies, approved plans, and established processes;
- exercise care, diligence, fairness, and sound judgment, particularly when decisions affect athletes, coaches, families, employees, or volunteers;
- protect confidential and personal information and only access, use, or disclose it for an authorized Club purpose;
- declare conflicts of interest promptly, withdraw from discussion or decision-making when required, and not use their role for personal or financial advantage;
- maintain accurate records and handle Club funds, property, systems, and information responsibly;
- communicate decisions and directions respectfully, consistently, and within their authority;
- maintain appropriate professional boundaries and avoid favouritism, retaliation, or misuse of authority;
- support the consistent application of Club policies and address known safety or conduct concerns through the appropriate reporting route; and
- not speak on behalf of the Club unless authorized to do so.

8. Coaches and Team Personnel

In addition to section 5, coaches, managers, trainers, chaperones, and other team personnel are Persons in Authority. They must recognize the trust placed in them and the Power Imbalance inherent in their relationships with athletes. They will:

- place the safety, health, well-being, and long-term development of athletes ahead of competitive results or personal interests;
- select activities and establish controls suitable for the athletes' ages, abilities, experience, physical condition, and stage of development;
- maintain required qualifications, training, screening, registration, and disclosure requirements for their role and promptly advise the Club of a change that may affect their eligibility;
- follow applicable safeguarding, supervision, travel, accommodation, electronic communication, and Rule of Two requirements;
- maintain clear and appropriate physical, emotional, and digital boundaries with athletes;
- not engage in a sexual or intimate relationship with an athlete of any age when that person is in a position of trust or authority over the athlete;
- not use corporal punishment, degrading treatment, humiliation, threats, fear, or exercise as punishment;
- use constructive, age-appropriate instruction and feedback and refrain from ridicule, abusive language, or public humiliation;
- provide athletes, and the parents or guardians of Minor athletes, with information reasonably required to understand decisions affecting the athlete;
- make selection, playing-time, evaluation, and disciplinary decisions honestly, consistently, and without discrimination or improper favouritism;
- respect an athlete's right to seek medical advice and cooperate with qualified health professionals in the diagnosis, treatment, and management of injuries or health concerns;
- not encourage or pressure an athlete to train, compete, or return to play contrary to medical advice or when doing so would create an unreasonable risk;
- not provide, promote, or condone performance-enhancing substances or illicit drugs and, for Minors, not provide or condone alcohol, cannabis, tobacco, or vaping products;
- model respectful behaviour toward athletes, parents or guardians, opponents, coaches, officials, volunteers, event personnel, and facilities;
- respond promptly and appropriately to suspected injury, abuse, maltreatment, discrimination, harassment, bullying, hazing, or other safety concerns; and
- avoid exploiting an athlete relationship for personal, financial, sexual, or other improper benefit.

9. Athletes

In addition to section 5, athletes will:

- participate honestly, safely, and to the best of their ability while respecting teammates, opponents, coaches, officials, volunteers, and event personnel;
- arrive on time and prepared for practices, competitions, meetings, travel, and other team commitments, or communicate appropriately when unable to attend;
- follow team, competition, facility, uniform, equipment, travel, and safety requirements;
- report an injury, illness, or medical limitation that may affect safe participation to an appropriate adult as soon as reasonably possible;
- refrain from bullying, hazing, intimidation, exclusion, discriminatory conduct, abusive language, or gestures;
- respect the privacy, belongings, personal space, identities, and boundaries of other athletes and Individuals;
- use team chats, social media, photographs, video, and other electronic communications respectfully and never share humiliating, intimate, or private content;
- raise concerns about coaching, selection, playing time, team expectations, or another athlete through the appropriate communication process and in a respectful manner;
- tell a trusted adult about conduct or circumstances that may place the athlete or another person at risk; and
- accept responsibility for their conduct and comply with reasonable corrective or disciplinary measures.

10. Parents, Guardians, and Spectators

In addition to section 5, parents, guardians, and spectators will:

- support athletes' enjoyment, effort, learning, and development without placing unreasonable pressure on performance or results;
- encourage athletes to follow the rules, respect others, and resolve conflict without hostility, intimidation, or violence;
- respect the roles, decisions, and reasonable directions of coaches, officials, event personnel, staff, volunteers, and facility representatives;
- refrain from coaching from the sidelines, entering restricted team or playing areas, or otherwise interfering with a practice, match, tryout, selection process, or team activity;
- refrain from confronting, threatening, harassing, or directing abusive, sarcastic, or demeaning comments toward athletes, coaches, officials, volunteers, staff, or other spectators;
- not discipline or confront another person's child, and never direct hostile, abusive, or demeaning communication toward any Minor;
- raise concerns respectfully through the Club's designated communication and complaint processes, at an appropriate time and away from athletes and the immediate competition environment where practicable;
- avoid public or social media criticism that identifies, humiliates, targets, or disparages a Minor, coach, official, volunteer, employee, team, or family;

- respect athlete, team, and family privacy, including requirements concerning photographs, video, personal information, and team communications;
- comply promptly with a direction to leave or limit access to a playing area, venue, practice, meeting, or Club Activity;
- ensure that family members and guests attending with them understand and comply with applicable conduct and facility expectations; and
- model the respectful and sportsmanlike conduct expected from athletes.

An athlete will not ordinarily be disciplined solely because of the conduct of a parent, guardian, or spectator. The Club may nevertheless impose access, communication, supervision, or participation arrangements that are reasonably necessary to protect safety, preserve a positive environment, or allow Club activities to continue.

11. Reporting, Immediate Action, and Discipline

Questions or concerns about conduct should normally be raised with the Girls Technical Coordinator or Boys Technical Coordinator responsible for the program. A concern may be submitted directly to the President when it involves a Technical Coordinator, the reporting person is uncomfortable using the normal route, or another reasonable circumstance makes direct reporting appropriate.

A concern involving the President should be submitted to another non-conflicted Director. If there is no appropriate internal recipient, an Individual may contact Volleyball BC or its Independent Third Party for guidance.

Individuals are encouraged to report concerns in good faith. A person is not expected to investigate, confront the person whose conduct is in question, or place themselves at risk before making a report.

An authorized coach, official, event authority, facility representative, Technical Coordinator, President, or Club representative may take immediate and proportionate action to protect safety or restore order. This may include a warning, direction to stop the conduct, removal from an activity or venue, limits on communication or access, or another temporary measure within that person's authority.

An alleged breach of this Code may be addressed under the Club's Discipline and Complaints Policy, referred to Volleyball BC or another authority, or managed under an applicable event, facility, employment, contractual, or external policy. A breach may result in one or more sanctions or participation restrictions.

Good-faith reporting will be protected even when a concern is not substantiated. Knowingly making a false, malicious, or retaliatory report may itself constitute a breach of this Code.

Important reporting contacts

Air Attack complaints: Applicable Technical Coordinator or merle@airattack.ca

Volleyball BC complaints and reporting guidance: <https://volleyballbc.org/report-a-complaint/>

Confidential guidance through Volleyball BC SafeZone: safezone@itpsport.ca

Child protection in British Columbia: 1-800-663-9122 (24 hours)

Immediate danger: Call 911

12. Confidentiality and Non-Retaliation

Information about a conduct concern will be handled as privately as reasonably possible and shared only with people who require it to report, assess, investigate, decide, support, implement, appeal, insure, or oversee the matter, or when disclosure is required by law or necessary to protect a person from harm.

Confidentiality cannot be guaranteed absolutely. Fairness may require that a person responding to an allegation receive enough information to understand and answer it.

Retaliation, attempted retaliation, intimidation, or adverse treatment connected to a good-faith concern, report, complaint, or participation in a process is prohibited and may result in discipline.

13. Review and Amendment

The Board will review this Code periodically and may amend it as required.

If this Code conflicts with a mandatory legal obligation or an applicable Volleyball BC or Volleyball Canada policy governing a matter within that organization's jurisdiction, the mandatory requirement or higher-level policy will govern to the extent of the conflict.

This Code takes effect on the date it is approved by the Board.