



Code of Conduct for Parents/Guardians/Spectators

Our sports programs strive to teach and communicate good sportsmanship and provide a positive message to the youth in our program. Our children look to us to provide a safe and fun environment in which to learn and compete. It is imperative that parents, guardians, and spectators demonstrate sportsmanlike behaviour at all times. In an effort to promote positive behaviour by all coaches, players, and parents we have implemented a Code of Conduct, which sets forth a non-exhaustive list of acceptable and unacceptable behaviour and the consequences of engaging in unacceptable behaviour.

Parents greatly influence the attitude of the players. Fostering a positive playing environment is as important off the court as it is on the court.

Parents/Guardians will:

- 1) Understand your role by acknowledging that your role at practice and games is that of a spectator and not a coach or official.
- 2) Understand that it is never acceptable to yell instruction to any player during practice or games. All parents/guardians and spectators are asked to limit their comments to positive encouragement of the athletes on both teams.
- 3) Support players by being a positive role model, both when being a fan at a game and when discussing the sport around your player.
- 4) Remember athletes play sports for their own enjoyment, not for the satisfaction of parents or coaches.
- 5) Treat all coaches, players and officials with respect in language, attitude, behaviour, and mannerisms.
- 6) Promote good sportsmanship and NEVER condone violations of the rules, cheating, substance abuse, or poor sportsmanship.
- 7) Accept the calls of the officials as fair and being made to the best of their ability.
- 8) Not use or tolerate inappropriate language or mannerisms with players, other coaches, officials or other program delegates and spectators.
- 9) Any concerns around playing time, coaching, officials or other complaints must be given the 24hr rule before being addressed. It is advised that all communication around any complaints include the league email (info@reginayouthvolleyball.ca).
- 10) Represent the Regina Youth Volleyball league and its programs in an appropriate fashion.
- 11) Provide or arrange transportation to and from all practices and games.
- 12) Ensure players are picked up promptly from all practices and games.



Code of Conduct for Players

The Regina Youth Volleyball League and all its programs strive to provide positive environments for all of our participants to learn and grow through sport. Our athletes look to us to provide a safe and fun environment in which to train and compete. It is imperative that our coaches and spectators demonstrate sportsmanlike behaviour at all times. In an effort to promote positive behaviour by all coaches, players, and parents we have implemented a Code of Conduct, which sets forth a non-exhaustive list of acceptable and unacceptable behaviour.

Code of Conduct for Players

Players are the most important people in the sport. Playing for the team, and working to improve are fundamental parts of the game. Good sportsmanship and respect for all others in the game are equally important.

Players will:

1. Make every effort to develop their own ability, in terms of skill, technique, tactics and stamina.
2. Give maximum effort and strive for the best possible performance during games and practices.
3. Set a positive example for others, particularly young players and supporters.
4. Not use or tolerate inappropriate language with other players, coaches, officials or Regina Youth Volleyball League officials.
5. Make every effort consistent within the rules and good sportsmanship to help the team win.
6. Understand and abide by the team rules, game rules, and competition rules.
7. Accept success and failure, with equal grace.
8. Not cheat, encourage poor sportsmanship, or take illegal substances.
9. Treat ALL players and teammates with respect at all times, regardless of the result of the game.
10. Respect the officials and accept the decision of the officials without protest.
11. Follow the instruction of coaches and officials to the best of their abilities.
12. Represent the Regina Youth Volleyball organization in a positive way.



Abuse & Harassment Policy & Procedures

1. Policy Statement

The Organization provides a safe and respectful environment free from abuse and harassment where all persons are treated with respect and fairness. This includes Directors, volunteers, staff, members and consumers.

2. Abuse Policy

There shall be no abuse and neglect, whether physical, emotional or sexual of any person. We expect every parent, volunteer and staff member to take all reasonable steps to safeguard the welfare of its members, participants or consumers and protect them from any form of maltreatment.

a. Definitions of Abuse

Child Abuse: any form of physical, emotional and/or sexual mistreatment or lack of care that causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust. A child is considered any person under the age of 18.

Emotional Abuse: is a chronic attack on a child's self-esteem; it is psychologically destructive behaviour by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs.

Physical Abuse: is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, and shoving, grabbing, hazing or excessive exercise as a form of punishment.

Sexual Abuse: is when an older child, adolescent or adult for his or her own sexual stimulation or gratification, takes advantage of a young person.

Neglect: is chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, a safe environment, moral guidance and discipline, exercise and fresh air.

b. Duty to Report

Anyone having reason to believe that abuse of a child, under the age of 18 years, has occurred must report the matter to a Child Protection Authority or police.

The person making the report of child abuse is not required to determine if the abuse is caused by the child's parent or by another person. However, the person making the report will be required



to give all available information to the Child Protection Authority or to the police to assist with any investigation.

3. Harassment Policy

To foster an environment and culture that does not tolerate harassment of any kind, including of a sexual nature. **a. Definition**

Complainant: The individual or individuals who have been identified by themselves or a third party as the possible victim(s) of abuse or harassment.

Respondent: The individual or individuals who have been identified as using behaviours or words that may ultimately be viewed as abuse or harassment.

Executive Director: The executive director is an adult appointed by the organization to oversee the investigation of the complaint. The executive director has a responsibility to remain neutral throughout their involvement with the complaint.

Harassment: a form of conduct that is cruel, intimidating, humiliating, offensive or physically harmful. Types of behaviour that constitute harassment could include, but are not limited to:

- (1) hostile verbal and non-verbal communication;
- (2) condescending, patronizing, threatening or punishing actions that undermine self-esteem or diminish performance;
- (3) unwelcome remarks and/or jokes, innuendo or teasing about a person's looks, body, attire, age, ethnic or national origin, religion, sex or sexual orientation;
- (4) leering or other suggestions or obscene gestures;
- (5) practical jokes that cause awkwardness or embarrassment, and endanger a person's safety;
- (6) any form of hazing;
- (7) any form of physical assault;
- (8) sexual harassment, as defined in this policy;
- (9) retaliation or threats of retaliation against an individual who reports harassment.

Sexual Harassment: unwelcome sexual remarks or advances, requests for sexual favours or other verbal or physical conduct of a sexual nature when:

- (1) submitting to or rejecting this conduct is used as the basis for making decisions that affect the individual, or
- (2) such conduct has the purpose or effect of interfering with an individual's performance; or
- (3) such conduct creates an intimidating, hostile or offensive environment.

b. Procedures for Receiving and Responding to a Complaint

A person who thinks he or she has been subjected to conduct which constitutes harassment



under this policy and/or any person who witnessed harassment is encouraged to make it known to the other person responsible for the conduct that the behaviour is unwelcome, offensive and contrary to this policy.

If confronting the person is not possible or if after confronting the person the behaviour continues, the person who has experienced the harassment, who has witnessed the harassment, or who believes that harassment has occurred should report the matter to the Executive Director. Once an incident is reported, the role of the Executive Director is to serve in a neutral, unbiased capacity in receiving the report of the incident and assisting in an informal resolution of the complaint, where this is appropriate.

c. Investigation and Formal Resolution

When it is determined that the complaint cannot be resolved through informal means, a formal written complaint will be required by the Complainant.

The Executive Director will review and clarify the written complaint with both the Complainant and the Respondent and ensure both parties have been provided with copies of the policy and procedures documents.

The respondent will be asked to provide a written response to the complaint within seven (7) calendar days of receiving the written complaint. The Complainant will be provided with a copy of this response immediately.

The Executive Director will then conduct any further investigation required and provide a written report to the Organization.

d. Interim Measures

The Organization may impose interim measures pending the investigation and disposition of a complaint. The Interim measures are not sanctions, and they may take many forms, including but not limited to:

- (1) Limitations on the continued involvement of the Respondent in the organization's activities;
- (2) Suspension of the Respondent from the activities of the organization
- (3) Other measures as determined.

e. Reluctant Complainant

At any point the complainant may become reluctant to continue with these procedures and decide to withdraw the complaint. Should this happen:

- (1) It will be at the sole discretion of the Organization to continue the review of the complaint in accordance to this policy.



(2) If the organization believes that harassment or abuse has occurred or is occurring, then they must continue the process, even if the complaint has been withdrawn.

f. Decision

After reviewing and deciding any matter, the Organization will present its finding with a copy provided to the Complainant and Respondent. This report will contain:

- (1) a summary of the relevant facts;
- (2) a determination as to whether the complaint constitutes harassment as defines in this policy; (3) disciplinary action to be taken against the Respondent, if acts constitute harassment;
- (4) measures to remedy or mitigate the harm or loss suffered by the Complainant, if the acts constitute harassment.

If the Organization determines that the allegations of harassment are false, vexatious, retaliatory or frivolous, its report may direct that there be disciplinary action against the Complainant.

g. Discipline

In directing disciplinary action, the organization may consider the following options, singly or in combination, depending on the nature and severity of the harassment and other aggravating and mitigating circumstances:

- (1) Written apology;
- (2) Letter of reprimand;
- (3) Referral to counselling;
- (4) Temporary suspension from employment, with or without pay;
- (5) Termination of employment or contract;
- (6) Any other sanction that the Organization considers appropriate in the circumstances.

4. Confidentiality

The organization recognizes the sensitive and serious nature of harassment and will strive to keep all matters relating to a complaint confidential. However, if required by law to disclose information, the Organization will do so. Any allegation of emotional, physical or sexual abuse or neglect involving a minor will be reported to the Child Protection Authority or the police.