Volleyball Australia

CODE OF CONDUCT

Board endorsed date: 8 September 2022

Commencement date: 9 September 2022

Policy to be reviewed: September 2023

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1. Background

1.1. This Code of Conduct aims to ensure that everyone involved in Volleyball and bound by this Code of Conduct is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.

1.2. This Code of Conduct:

(a) Prescribes Prohibited Conduct;

(b) Does not cover conduct and disciplinary matters arising under policies that form part of the National Integrity Framework.

1.3. The National Integrity Framework does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.

2. Definitions

In this Code of Conduct the following words have the corresponding meaning:

Activity means a Volleyball match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by a Sport Organisation.

Affiliate means a member of a Member Organisation that is an incorporated association or company, including (as applicable) clubs, districts, regions and zones.

Authorised Provider means any organisation that is not a Sport Organisation and is authorised to conduct an Activity.

Code of Conduct means this Code of Conduct.

Member Organisation means a sporting organisation that is a member of Volleyball Australia in accordance with the provisions of the Volleyball Australia Constitution.

National Integrity Framework means the set of "National Integrity Framework" integrity policies produced by Sport Integrity Australia from time to time if and as adopted by Volleyball Australia.

Participant means:

(a) athletes who are registered with a Sport Organisation or entitled to participate in an Activity;
(b) coaches appointed to train an athlete or team in an Activity;
(c) administrators who have a role in the administration or operation of a Sport Organisation, including owners, directors, committee members or other persons;
(d) officials including referees, umpires, technical officials, or other officials appointed by a Sport Organisation or any league, competition, series, club or team sanctioned by a Sport Organisation;
(e) support personnel who are appointed in a professional or voluntary capacity by a Sport Organisation or any league, competition, series, club or team sanctioned by a Sport Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and
(f) parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code of Conduct.

Prohibited Conduct means the conduct proscribed at clause 5.1 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

(a) A Sport Organisation;

(b) Any other organisation that has agreed to be bound by this Code of Conduct.

Relevant Person means any of the following individuals who have agreed to be bound by this Code of Conduct:

(a) An individual registered as a member of a Sport Organisation;

(b) A Participant;

(c) An employee employed by a Sport Organisation or an Authorised Provider;
(d) A contractor engaged directly or via an organisation to provide services for or on behalf of a Sport Organisation or an Authorised Provider;
(e) A volunteer engaged by a Sport Organisation or an Authorised Provider in any capacity who is not otherwise an employee or contractor, including directors and office holders, officials, administrators and team and support personnel; and
(f) Any other individual who has agreed to be bound by this Code of Conduct.

Sport Organisation means Volleyball Australia and each Member Organisation or Affiliate that has adopted this Code of Conduct.

Volleyball means the sport of volleyball, as governed by Volleyball Australia and FIVB from time to time.

Volleyball Australia or VA means Volleyball Australia Limited.

3. Jurisdiction

3.1 To whom the Code of Conduct applies

The Code of Conduct applies to:

(a) Relevant Persons; and

(b) Relevant Organisations.

3.2 When the Code of Conduct applies

(a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):

(i) In relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;

(ii) Wherever there is a recognised Volleyball or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;

(iii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and

(iv) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.

(b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.

(c) Where the relevant Sport Organisation for enforcing this Code of Conduct determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy. If the alleged Prohibited Conduct may also constitute Prohibited Conduct under a National Integrity Framework policy, the relevant Sport Organisation will manage that alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code of Conduct.

4. Expected Behaviours

Relevant Persons and Relevant Organisations must:

(a) Act and operate within the rules and spirit of Sport;

(b) Be ethical, considerate, fair and honest in all dealings with other people and organisations;

(c) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;

(d) Maintain appropriate, professional relationships with other Relevant Persons at all times;

(e) Accept and respect the authority of officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an official, whether on or off the field of play;

(f) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;

(g) Act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;

(h) Not engage in conduct that is defined as Prohibited Conduct under any policy of the National Integrity Framework, namely:

(i) The National Integrity Framework document;

(ii) The Member Protection Policy;

(iii) The Child Safeguarding Policy;

(iv) The Competition Manipulation and Sport Wagering Policy; and

(v) The Improper Use of Drugs and Medicine Policy;

(i) Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;

(j) Not engage in behaviour that is:

(i) drunk and disorderly;

(ii) public or domestic violence;

(iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or

(iv) unlawful or unsafe;

(k) Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;

(l) Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;

(m) Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and

(n) Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

5. Prohibited Conduct

5.1 A Relevant Person commits a breach of this Code of Conduct when they:

(a) Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;

(b) Engage in any conduct or activity including, without limitation, making public comment (including on social media) which:

(i) has brought, brings or would have the tendency to bring, the Relevant Person, a Relevant Organisation or Volleyball into disrepute or censure; or

(ii) is, or would have the tendency to be inconsistent with, contrary to, or prejudicial or harmful to the interests, reputation or values of a Relevant Organisation or Volleyball;

(c) Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a

Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or

(d) Do not comply with any of clauses 4(i) through 4(m), inclusive.

5.2 Conduct that is alleged Prohibited Conduct under the National Integrity Framework will be dealt with in accordance with the National Integrity Framework whether or not it is also prohibited under this Code of Conduct.

6. Conduct and Disciplinary Policy

Subject to clause 5.2, the Volleyball Australia Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.