



ATHLETE CODE OF CONDUCT

September 2024

PURPOSE AND SCOPE

This Athlete Code of Conduct (the “Code”) sets forth the standards of behaviour that Potential Volleyball Club (“PVC” or the “Club”) requires of their athletes. PVC athletes are required to adhere to the standards set out in this Code at all times when acting in their capacity as a PVC representative. This includes when participating in events, leagues, meetings, fundraising initiatives, practices, games and tournaments; both within and outside of the Northwest Territories. The Code also applies to electronic interactions such as email, text messaging, social media, and video meetings.

PVC understands that this Code will not contain the answer to every situation athletes encounter or every concern they may have about acceptable conduct. Athletes or parents of athletes who have questions regarding the Code or its application in any situation, are encouraged to speak with their coach, or bring their inquiry to the PVC Board of Directors “BoD”. The BoD is here to support PVC athletes and parents with any questions they have with respect to this Code.

Failure to adhere to this Code may result in the athlete’s suspension or removal from Club membership.

1. Promoting a Positive Team/Sport Environment

Athletes must behave with dignity and treat others with dignity and respect. PVC is committed to creating a supportive environment for athletes, and athletes are expected to participate in creating an environment that is free of harassment, violence, intimidation, bullying, and discrimination; and behaviors that are not in the interest of the sport of volleyball and/or the Club. All athletes are expected to:

- act as ambassadors for their club;
- display good sportsmanship, both on and off the court – in victory and defeat;
- display respect and show a positive attitude towards the sport, teammates, volunteers, chaperones, referees/officials and coaching staff;
- respect game and tournament rules, opponents and officials;
- perform to their best ability in every practice, game, and tournament and accept the result that their effort brings, with pride;
- act in accordance with applicable laws
- abide by bylaws and policies of Volleyball NT at all times.

2. Attendance

All athletes are expected to be in attendance and on time for practices, games, tournaments and other PVC events that they have committed to. Should there be extenuating circumstances that are causing an athlete to be late or preventing them from being able to attend, the athlete must notify their coach prior to the start time of the practice, game, tournament or event, whenever reasonable. It is important for all athletes to uphold their commitment to their PVC team, as the team and the Club, counts on all athletes. Should an athlete not contact/notify their coach when they are unable to attend a practice/game/tournament/event, it will be considered an unexcused absence and may impact the athlete’s future play time.

3. Social Media

Social Media encompasses all forms of online social media, which should be broadly understood for the purposes of this Code to include:



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- Social networking sites (i.e. Facebook, LinkedIn, Snap Chat; Instagram; Twitter; YouTube);
- Message boards;
- Chat rooms;
- Online forums;
- Blogs;
- Wikis;
- Other sites and services that permit users to share information with others online.

Athletes should assume that anything they do on social media – even when on a personal account – could be viewed by other athletes, coaches, volunteers, chaperones, parents or Club sponsors. Athletes' activity on social media reflects on PVC and, subject to applicable law, will not be exempt from this policy just because it occurred on a personal account.

Athletes:

- should adhere to this Code when using social media, including not using any type of social media to post or say anything negative about other related parties, including teammates, coaches, other teams/team members, referees/officials, volunteers, chaperones, and sponsors.
- should be aware of the effect that their activity on social media may have on their image as well as PVC's image; the information or images that athletes post or publish on social media, even when done on private media accounts, may easily become public information and be permanent.
- should be aware that PVC may be made aware of content and information made available through social media and should always use their best judgement in posting material that is neither inappropriate, nor harmful to themselves and/or PVC.
- are encouraged to share Club news and public information.

While PVC values privacy and a diversity of perspectives across our Club membership, we have zero tolerance for racism, sexism, express or implied threats of harassment or physical harm, or hate speech ('hate speech' to include any speech, or endorsement or promotion of speech, that is derogatory toward a group of people based on a protected ground under the *NWT Human Rights Act*).

4. REPORTING AND COMPLIANCE

Athletes have a responsibility to ask questions, seek guidance and report violations and suspected violations of this Code. If an athlete knows or believes that any other athletes have engaged or are engaging in conduct/behavior that violates this Code during practices, games, tournaments or other PVC events, or if an athlete needs advice on an issue or guidance on reporting a violation (or potential violation) of the Code they can and should report such information to their coach or a member of the PVC BoD privately.

Alleged breaches of this Code will be investigated by the BoD. If the investigation concludes that there was a breach of the Code, the athlete may be subject to suspension or removal from PVC membership.

PVC expects that there is no retaliation against any athlete who, acting in good faith based on a reasonable belief, reports suspected misconduct. Any athlete who participates in any such retaliation is subject to suspension or removal from PVC membership. PVC will not discriminate or retaliate against any athlete who reports such conduct. If it is determined that the report was made with the knowledge that it was false/misleading/reported in bad faith, this may result in suspension or removal from PVC membership.



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All information reported and acquired through the course of an investigation will be kept confidential within the limits and requirements of the investigation process.

PRACTICES

Athletes 18U

- The Club does not guarantee 100% equal playing time on any team or at any event. Playing time will be determined at the discretion of the coach(es) based on some of the following criteria:
 - attendance
 - attitude
 - effort
 - performance
 - skill level
 - positional need, etc.

Athletes 14U

- Playing time is to be divided equally as per [Volleyball Canada's Fair Play Rule](#)

TOURNAMENTS

Rules

During tournament travel and tournament participation, athletes must:

- represent the Club in accordance with this Code, both on and off the court;
- be punctual for all games, functions and activities;
- not use cell phones during practices or games, unless they have received permission from the coach;
- reside in the designated accommodations for the duration of the tournament;
- abide by/respect established curfews;
- respect any respective 'clean air' policies (i.e. smoking/vaping policies) in effect at tournament events, venues and facilities;
- respect any 'scent-free' policies in effect at tournament events, venues and facilities; and
- abide by laws – municipal, territorial/provincial, federal - of the host province/territory – including laws related to alcohol/THC consumption*, illegal substances (i.e. illicit drugs), vaping and tobacco use;

*PVC has zero tolerance for athletes who are under the legal age, when it comes to acquiring, possessing or consuming alcohol/THC products



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Deposit

A non-refundable deposit of \$200 is required to be paid for each tournament an athlete has stated they are available to travel for; to be paid within two weeks of receiving confirmation from their coach that they have been selected to attend. Athletes may use funds from their fundraising account to pay their deposit.

Deposit refunds/credits back to the athlete's fundraising account, may be issued at the discretion of the Club BoD, under extenuating circumstances only. Requests for a deposit refund/credit must be requested via email explaining the extenuating circumstance prompting the request. Extenuating circumstances may include:

- athlete illness/injury
- death in the athlete's family
- other circumstances that may be considered extenuating, as determined by the BoD.

Be reminded that not all requests for deposit refund/credit will result in a deposit refund/credit being issued by the Club.

PHOTO/VIDEO RELEASE CONSENT

I give permission to PVC to use photos/videos of myself in any published material by PVC, without any time limits.

I understand that photos/videos of myself could be used in PVC published social media posts, website, promotional materials, newsletters, reports and/or similar.

I agree to take no legal action against PVC regarding the use, or decision to not use, any photos/videos of me.

- I **do** consent to the photo/video release
- I **do not** consent to the photo/video release

ACKNOWLEDGEMENT & AGREEMENT

Parent/Guardian Name

Athlete Name

Parent/Guardian Signature

Athlete Signature

Date

Date