

# Zero Tolerance Policy

## Background

Volleyball Alberta has a responsibility to provide a healthy and safe environment for employees, contractors, coaches, athletes, referees, support staff and customers. It is our obligation to address any inappropriate conduct demonstrated by a member (coach, team staff, athlete), parent, volunteer, or spectator, attending a Volleyball Alberta tournament or event.

The policy is in place to ensure a SAFE and POSITIVE environment that maintains order and preserves the integrity of sport and youth activity. Removing rude, profane, disrespectful, aggressive, and disruptive behaviour from our sport will improve referee/staff retention and athlete participation. Comments and concerns must be communicated in an appropriate manner to individuals, or a Volleyball Alberta staff member/representative. This policy applies to any member, family member, volunteer, or spectator during the operation of a Volleyball Alberta Tournament or event.

## Inappropriate Conduct

- a) Conduct that includes, but not limited to, any comment(s) or action(s) deemed rude, profane, disrespectful, disruptive, or aggressive, exhibited during a Volleyball Alberta tournament or event.
- b) Any actions or behaviour that contravene Volleyball Canada's and Volleyball Alberta's [Code of Conduct & Ethics](#).
- c) Any actions contrary to policies that impede or disrupt the safe and effective operation of a Volleyball Alberta tournament or event.

## Inappropriate Conduct by Spectators, Volunteers, or Family Members

Inappropriate conduct by a spectator, volunteer, or parent toward referees, staff, playing teams, other parents or spectators may be addressed with a **verbal warning, ejection from the facility for the remainder of the day, or ejection for the remainder of the tournament**. Some conduct and non-compliance may result in sanctions pursuant to Volleyball Canada's and Volleyball Alberta's [Discipline and Complaints Policy](#).

**If the offender(s) does not comply** and voluntarily leave the facility, the participation of the team they are affiliated with will be impacted as follows and security/local authorities will be called.

- The match will be stopped if in progress, the affiliated team will default the set if the offender(s) does not leave within 5 minutes of the ejection. The affiliated team will default the match if the offender(s) does not leave within 10 minutes of the ejection.
- If the match has not started, the match will not commence until the offender(s) has left. The first set will be defaulted by the affiliated team 5 minutes after the scheduled start time. If the offender(s) remains in the facility, the affiliated team will default the match 10 minutes after the scheduled start time.

## Inappropriate Conduct by Team Members Outside of a Match

Inappropriate conduct by a team member (coach, athlete, manager, club member) that is demonstrated outside of a match toward referees, staff, playing teams, other parents or spectators may be addressed with a **verbal warning, ejection from the facility for the remainder of the day, or ejection for the remainder of the tournament**. Some

conduct and non-compliance may result in sanctions pursuant to Volleyball Canada's and Volleyball Alberta's [Discipline and Complaints Policy](#).

- If the offender(s) is a minor, they will not be ejected from the facility, but fall under the direct supervision of parent(s), coaching staff, club administration, or another adult representative. The youth offender can neither participate in the match nor be listed on the team roster (sit on the bench) but can remain in the facility if supervised by an adult(s).
- If the offender(s) is an adult and does not comply and leave the facility, the participation of their team will be impacted, and security/local authorities will be called. The first set will be defaulted by their team 5 minutes after the scheduled start time. If the offender(s) remain in the facility, their team will default the match 10 minutes after the scheduled start time.

### Misconduct Conduct by Team Members During a Match

Misconduct by team members within a match will be managed via the Volleyball Canada Sanction scale except in the cases of expulsions and disqualifications. **We are increasing the immediate sanctions for expulsions and disqualifications in our Youth Premier & Provincial Events to reduce the negative impacts to our sport and maintain a high level of safety.**

- If a team member receives a **disqualification, at a minimum, they will not be allowed to participate in the next match** (must leave the Competition-Control Area which includes any viewing spaces). If the offender(s) is a minor, they will not be ejected from the facility, but fall under the direct supervision of parent(s), coaching staff, club administration, or another adult representative. **The tournament jury will review the scoresheet and any other pertinent information to determine if the offender's conduct warrants disqualification in subsequent matches and or removal from the tournament.**
- If a team member receives an Expulsion, they **will not be allowed to participate in remainder of the match**. An adult offender must leave the competition-control area (which includes all viewing spaces). If the offender(s) is a minor, they will not be ejected from the facility, but fall under the direct supervision of parent(s), coaching staff, club administration, or another adult representative.
- If an individual receives **any combination of two expulsions or disqualifications in the same tournament**, the offender(s) will be removed from facility for the remainder of the tournament. If the offender(s) is a minor, they will not be ejected from the facility, but fall under the direct supervision of parent(s), coaching staff, club administration, or another adult representative.

If a sanction is received during the last match of a tournament, the additional sanctions will be applied WITHIN THE SAME AGE CLASS in the subsequent VA Premier & Provincials. A sanction occurring at Provincials may impact participation at Nationals. The above sanctions do not preclude team members from being reviewed under Volleyball Canada's and Volleyball Alberta's [Discipline and Complaints Policy](#) for additional sanctions.

Volleyball Alberta will document ALL sanctions against team members. Team members that accumulate multiple sanctions or are involved in repeated incidents of inappropriate conduct, may be subject to review under Volleyball Canada's and Volleyball Alberta's [Discipline and Complaints Policy](#).

## Adjusted Sanction Scale

Incorrect conduct by a team member towards officials, opponents, team-mates, or spectators is classified in three categories according to the seriousness of the offence.

- Rude Conduct: action contrary to good manners or moral principles.
- Offensive Conduct: defamatory or insulting words or gestures or any action expressing contempt.
- Aggression: actual physical attack or aggressive or threatening behaviour.

According to the judgment of the 1st referee and depending on the seriousness of the offence, the sanctions to be applied and recorded on the score sheet are Penalty, Expulsion or Disqualification.

**Any direct unsportsmanlike communication or behaviour from team members on the bench towards the referees will automatically result in a Stage 2 misconduct warning, penalty, expulsion, or disqualification.**

**21.3.1 Penalty (Red Card)** The first rude conduct in the match by any team member is penalized with a point and service to the opponent.

### 21.3.2 Expulsion (Red and Yellow Card Jointly)

- 21.3.2.1 A team member who is sanctioned by expulsion shall not play for the rest of the **MATCH (VA rule)**, must be substituted legally and immediately if on court and must remain seated in the penalty area with no other consequences. An expelled coach loses his/her right to intervene in the match and must remain seated in the penalty area.
- 21.3.2.2 The first offensive conduct by a team member is sanctioned by expulsion with no other consequences.
- 21.3.2.3 The second rude conduct in the same match by the same team member is sanctioned by expulsion with no other consequences.

### 21.3.3 Disqualification (Red and Yellow Card Separately)

- 21.3.3.1 A team member who is sanctioned by disqualification must be substituted legally and immediately if on court and must leave the Competition-Control Area for the rest of the match. Leaving the Competition-Control Area includes any viewing spaces (spectator seating, viewing boxes, or any area overseeing the playing area). The disqualified participant is not allowed to return to the Competition Area following the conclusion of the match.
- 21.3.3.2 The first physical attack or implied or threatened aggression is sanctioned by disqualification with no other consequences.
- 21.3.3.3 A second offensive conduct in the same match by the same team member is sanctioned by disqualification with no other consequences.
- 21.3.3.4 The third rude conduct in the same match by the same team member is sanctioned by disqualification with no other consequences.
- **(VA rule) A team member who is sanctioned by disqualification will not be allowed to participate in the next match.**

## 21.4 Application of Misconduct Sanctions

- 21.4.1 All misconduct sanctions are individual sanctions, remain in force for the entire match and are recorded on the score sheet.
- 21.4.2 The repetition of misconduct by the same team member in the same match is sanctioned progressively (the team member receives a heavier sanction for each successive offence).

- 21.4.3 Expulsion or disqualification due to offensive conduct or aggression does not require a previous sanction.

#### **21.5 Misconduct Before and Between Sets**

- Any misconduct occurring before or between sets is sanctioned according to Rule 21.3 and sanctions apply in the following set.

#### **Approval**

This policy was approved by Volleyball Alberta's Board of Directors on February 11, 2022.