



## ABUSE POLICY

### Definitions

1. The following terms have these meanings in this policy:

- a) **Abuse** – Maltreatment as defined below;
- b) **Boundary Transgressions** – as defined in the UCCMS, namely interactions or communications that breach objectively reasonable boundaries of an individual and are inconsistent with duties/responsibilities of the Participant (s.5.7);
- c) **Child/Children** - a Minor as defined in the UCCMS, namely an individual under the age of 19).
- d) **Independent Third Party** – an independent person or organization that has no professional or personal ties to Volleyball Canada or a Provincial/Territorial Association;
- e) **Individuals** - Registered Participants as defined in Volleyball Canada’s Bylaws, (Participants as defined in the UCCMS), and for greater certainty includes all individuals employed by, or engaged in activities with, Volleyball Canada including, but not limited to, athletes, coaches, volunteers, managers, administrators, committee members, health care workers, Directors and Officers of Volleyball Canada; parents/guardians, and spectators at events;
- f) **Maltreatment** – as defined in the UCCMS, namely a volitional act or omission described in sections 5.2 – 5.6 of the UCCMS that results in harm or has the potential for physical or psychological harm and includes Psychological Maltreatment (s. 5.2), Physical Maltreatment (s.5.3), Neglect (s.5.4), Sexual Maltreatment (s.5.5), and Grooming (s.5.6);
- g) **Persons in Authority** – any person who holds a position of authority over a Vulnerable individual pursuant to the role assigned to them. Persons in Authority include, but are not limited to, coaches, managers, trainers, referees, staff, and administrators; further a Power Imbalance (as defined below) exists in any interaction between a Person in Authority and a Vulnerable Individual;
- h) **Power imbalance** – as defined in the UCCMS; it is presumed to exist where a participant has authority or control over another person and is in a position to confer, grant or deny a benefit or advancement, or is responsible for the physical or psychological well-being of a person;
- i) **Prohibited Behaviour** – as defined in the UCCMS, namely any conduct described in section 5 of the UCCMS, including Maltreatment (s. 5.2-5.6), Boundary Transgressions (s.5.7), and Discrimination (s.5.8);
- j) **Provincial/Territorial Associations/PTAs** – the provincial/territorial member governing bodies for volleyball in each province/territory;
- k) **Vulnerable Adults** – is included in the definition of Vulnerable Participant;
- l) **Vulnerable Individuals** – Minors and Vulnerable Participants; and
- m) **Vulnerable Participant** – as defined in the UCCMS, namely Persons at risk of Maltreatment and/or coercion, often due to age, gender, race, poverty, Indigeneity, sexual orientation, gender identity or expression, disability psychological or cognitive ability, and their intersections, and it includes persons who are not able to provide informed consent.

1.1 The definitions in the UCCMS (Appendix 1 Definitions) apply to this and all other Volleyball Canada Policies as applicable.



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### **Purpose**

2. Volleyball Canada and the Provincial/Territorial Associations are committed to a sport environment free from Abuse. The purpose of this policy is to stress the importance of that commitment by defining Abuse and educating Individuals about Abuse, outlining how Volleyball Canada and Provincial/Territorial Associations will work to prevent Abuse, and how Abuse or suspected Abuse can be reported to and addressed by Volleyball Canada and Provincial/Territorial Associations.

### **Zero Tolerance Statement**

3. Volleyball Canada and the Provincial/Territorial Associations have zero tolerance for any type of Abuse. Individuals are required to report instances of Abuse or suspected Abuse in accordance with the policies of VC and the PTAs respectively. (There are reporting provisions in the UCCMS.)

### **Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)**

4. The Universal Code of Conduct to Prevent and Address Maltreatment in Sport ([UCCMS](#)) is the core document that sets harmonized rules to be adopted by sport organizations that receive funding from the Government of Canada to advance a respectful sport culture that delivers quality, inclusive, accessible, welcoming, and safe sport experiences.

5. Volleyball Canada formally adopted the UCCMS as a policy of Volleyball Canada in June 2022.

6. Volleyball Canada entered into an agreement with the Sport Dispute Resolution Centre of Canada (SDRCC) in June 2022, for the enforcement of the UCCMS, including using the services of the Office of the Sport Integrity Commissioner (OSIC) and the Director of Sanctions and Outcomes (DSO) (the SDRCC Agreement.)

7. If there is a conflict between a provision of the UCCMS and a provision of any other VC Policy, the UCCMS prevails to the extent of the conflict.

### **Preventing Abuse**

8. Volleyball Canada and the Provincial/Territorial Associations will enact measures aimed at preventing Abuse, including, but not limited to, screening, orientation, educating and monitoring.

### **Practice**

9. When Individuals, especially Persons in Authority, interact with Vulnerable Individuals who are not their Children, they are required to enact certain practical approaches to these interactions including, but not limited to:

- a) Limiting physical interactions to non-threatening or non-sexual touching (e.g., high-fives, pats on the back or shoulder, handshakes, specific skill instruction, etc.);
- b) Ensuring that Vulnerable Individuals are always supervised by more than one adult;
- c) Ensuring that more than one person is involved with team selection (thereby limiting the consolidation of power onto one Individual);
- d) Ensuring that parents/guardians are aware that some non-personal communication between Persons in Authority and Vulnerable Individuals (e.g., between coaches and minor athletes) may take place electronically (e.g., by texting, direct messaging) and that this type of communication is now considered to be commonplace, especially with older Children (e.g., teenagers). Individuals are aware that such communication is subject to the *Code of Conduct and Ethics*; and



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e) When traveling with Vulnerable Individuals, the Person in Authority will not transport Vulnerable Individuals without another adult present and will not stay in the same overnight accommodation location without additional adult supervision.

### **Monitoring**

10. Volleyball Canada and the Provincial/Territorial Associations may regularly monitor those Individuals who have access to, or interact with, Vulnerable Individuals. The monitoring will be based on the level of risk, as described in the *Screening Policy*.

### **Reporting Abuse**

11. Volleyball Canada and the Provincial/Territorial Association will share all decisions regarding Abuse with one another. All information shared will be in compliance with Volleyball Canada and/or Provincial/Territorial Associations' Privacy Policy.

12. The policies of Volleyball Canada and the Provincial/Territorial Association will require that complaints relating to Abuse and Prohibited Behaviours must be handled by an Independent Third Party. In the case of Volleyball Canada, this is to be done pursuant to the SDRCC Agreement.

13. Volleyball Canada and the Provincial/Territorial Associations pledge not to dismiss, penalize, discipline, or retaliate or discriminate against any person who discloses information or submits, in good faith, a report concerning Abuse or a Prohibited Behaviour.

### **Communication**

14. Volleyball Canada and the Provincial/Territorial Associations will identify those persons within their respective organizations who will be responsible for implementing this policy.

### **Review and Amendment**

15. All significant amendments to this policy will be submitted to Volleyball Canada for review by its ad hoc committee on policies.

16. This policy will be reviewed every two years. Any significant policy amendments require approval by Volleyball Canada and, separately by those the Provincial/Territorial Association, who chose to adopt this policy

### **Approval**

17. This Policy was approved by [Volleyball Alberta] and its Board of Directors on [December 10, 2022] during the Volleyball Alberta Annual General Meeting (AGM).