



ABUSE POLICY – Alberta

Definitions

1. The following terms have these meanings in this policy:
 - (a) **AB UCC** – The Alberta Universal Code of Conduct, as amended from time to time;
 - (b) **ABSSCM** – The Alberta Safe Sport Complaint Mechanism, as administered and delivered by ASLA;
 - (c) **Abuse** – Maltreatment, as defined below;
 - (d) **ASLA** – The Alberta Sport Leadership Association.
 - (e) **Boundary Transgressions** – as defined in the AB UCC, namely Interactions or communications that breach objectively reasonable boundaries and involve inappropriate personal contact or conduct that serve no legitimate sport purpose (s.5.7);
 - (f) **CSSP** – The Canadian Safe Sport Program administered by Sport Integrity Canada;
 - (g) **Consent** – The communicated voluntary agreement to engage in the activity in question, by a person who has the legal capacity to consent. Consent regarding sexual activity is assessed in accordance with the laws of Canada, including the *Criminal Code*;
 - (h) **Child/Children** - a Minor or Minors;
 - (i) **Independent Third Party** – an independent person or organization that has no professional or personal ties to Volleyball Alberta, Volleyball Canada or a Provincial/Territorial Association;
 - (j) **Individuals** - Registered Participants as defined in Volleyball Alberta's Bylaws, Participants as defined in the AB UCC, and for greater certainty includes all individuals employed by, or engaged in activities with, Volleyball Alberta including, but not limited to, athletes, coaches, officials, volunteers, managers, administrators, committee members, health care workers, trainers, Directors and Officers of Volleyball Alberta; parents/guardians, and spectators at events;
 - (k) **Maltreatment** – as defined in the AB UCC, namely a volitional act and/or omission described in Sections 5.2 to 5.6 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);
 - (l) **Minor** – as defined in the AB UCC, namely an individual under the age of 18;
 - (m) **NSO** – The national governing body for a given sport or discipline in Canada;
 - (n) **Sport Organization** – Any provincial sport organization, multisport service organization, disability sport organization or other similar sport organization receiving operating funding from the Government of Alberta, who has adopted the ABSSCM;



- (o) **Participant** – Any individual who is subject to the AB UCC. Participants may include, without limitation, athletes, coaches, officials, volunteers, administrators, directors, employees, trainers, parents/guardians according to the policies of the Volleyball Alberta;
- (p) **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;
- (q) **Power Imbalance** – as defined in the AB UCC, it is presumed to exist where a Participant has authority or control over another person, is in a position to confer, grant or deny a benefit or advancement to the person, or is responsible for the physical or psychological well-being of the person;
- (r) **Prohibited Behaviour** – as defined in the AB UCC, namely any conduct described in section 5 of the AB UCC, including but not limited to Maltreatment (s. 5.2-5.6), Boundary Transgressions (s.5.7), and Discrimination (s.5.8);
- (s) **Provincial/Territorial Associations/PTAs** – the provincial/territorial member governing bodies for volleyball in each province/territory;
- (t) **UCCMS** - Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time;
- (u) **Vulnerable Adults** – is included in the definition of Vulnerable Participant;
- (v) **Vulnerable Individuals** – Minors and Vulnerable Participants; and
- (w) **Vulnerable Participant** – as defined in the AB UCC, namely a Minor, and/or Participant who lacks decision-making or legal capacity or who is otherwise unable to protect their own interests. Vulnerable Participants include persons who are not able to provide informed Consent.

1.1 The definitions in the AB UCC apply to this and all other Volleyball Alberta policies, as applicable.

Purpose

2. Volleyball Alberta is 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 Alberta will work to prevent Abuse, and how Abuse or suspected Abuse can be reported to and addressed by Volleyball Alberta.

Applicability

3. This policy applies to activities regulated by Volleyball Alberta. Any activities regulated by Volleyball Canada, another Provincial/Territorial Association, or any other activities not regulated by Volleyball Alberta are also subject to the *Abuse Policy – Pan-Canadian* and/or the applicable policies adopted by the respective Provincial/Territorial Association regulating such activity.



Zero Tolerance Statement

4. Volleyball Alberta has zero tolerance for any type of Abuse. Individuals are required to report instances of Abuse or suspected Abuse in accordance with the policies of Volleyball Alberta. There are reporting provisions in the AB UCC.

Alberta Universal Code of Conduct

5. The AB UCC incorporates key elements of the UCCMS and is the core document that sets harmonized rules to be adopted by sport organizations that utilize the ABSSCM. Such organizations are committed to a lawful, respectful, and safe sport environment that is free from all forms of Abuse and that treats all Participants with dignity and respect.
6. Volleyball Alberta formally adopted the AB UCC as a policy of Volleyball Alberta in January 2026.
7. Volleyball Alberta entered into an agreement with ASLA in January 2026 for the administration, delivery and integration of the ABSSCM into the rules of Volleyball Alberta (the "**Adoption Agreement**"). The Adoption Agreement further specifies the rights, obligations and responsibilities of Volleyball Alberta and ASLA.
8. If there is a conflict between a provision of the AB UCC and a provision of any other Volleyball Alberta policy for activities regulated by Volleyball Alberta, the AB UCC prevails to the extent of the conflict. For activities not regulated by Volleyball Alberta, the UCCMS prevails to the extent of the conflict.

Preventing Abuse

9. Volleyball Alberta will enact measures aimed at preventing Abuse, including, but not limited to, screening, orientation, educating and monitoring.

Practice

10. 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



(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

11. Volleyball Alberta 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

12. Volleyball Alberta will share all decisions regarding Abuse with Volleyball Canada and the Provincial/Territorial Associations. All information shared will be in compliance with Volleyball Alberta's Privacy Policy.

13. The policies of Volleyball Alberta will require that complaints relating to Abuse and Prohibited Behaviours must be handled by an Independent Third Party. In the case of Volleyball Alberta, this is to be done pursuant to the Adoption Agreement.

14. Volleyball Alberta pledges 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.

Jurisdiction

15. Volleyball Alberta has designated the ABSSCM as its exclusive complaint and adjudication mechanism for reports alleging Prohibited Behaviour under the AB UCC.

16. Subject to Section 3 of the ABSSCM – *Safe Sport Reporting and Independent Resolution Policy*, Participants may be simultaneously registered with, or subject to, one or more Sport Organizations and NSOs, which can create overlapping complaint and discipline pathways. National mechanisms (e.g., the CSSP) are distinct from the ABSSCM and may govern matters involving CSSP participants or NSO events/activities. Please refer to the *Discipline and Complaints Policy – Alberta* and the *Discipline and Complaints Policy – Pan-Canadian* for more information.

17. Subject to Section 3 of the ABSSCM – *Safe Sport Reporting and Independent Resolution Policy*, reports concerning Participants or events under an NSO's jurisdiction should be filed with the NSO's independent third-party mechanism and/or discipline system, as applicable. Where a report alleges Prohibited Behaviour against a CSSP Participant and/or arises from an NSO event or activity, it should be reported to the Canadian Centre for Ethics in Sport/CSSP and such matters may fall outside the jurisdiction of the ABSSCM. Please refer to the *Discipline and Complaints Policy – Alberta* and the *Discipline and Complaints Policy – Pan-Canadian* for more information.

Communication

18. Volleyball Alberta will identify those persons within their respective organizations who will be responsible for implementing this policy.



Review and Amendment

19. All significant amendments to this policy will be submitted to Volleyball Alberta for review by its ad hoc committee on policies.
20. This policy will be reviewed every two years. Any significant policy amendments require approval by Volleyball Alberta.
21. This policy is subject to the AB UCC, which may be amended from time to time by ASLA. Any significant amendments made to the AB UCC will thereafter be reflected by a subsequent amendment to this policy by Volleyball Alberta.

Approval

22. This policy was approved by Volleyball Alberta and its Board of Directors on **January 22, 2026**.