



## Code of Conduct and Ethics – 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 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);
  - (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) **Child/Children** - a Minor or Minors;
  - (g) **Clubs** - the Certified Volleyball Clubs, Non-Certified Volleyball Clubs, and Registered Businesses that are approved Registrants or Members (as those terms are defined in the *Membership & Registrant Policy*);
  - (h) **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;
  - (i) **Minor** – as defined in the AB UCC, namely an individual under the age of 18;
  - (j) **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;
  - (k) **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;
  - (l) **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;



- (m) **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);
- (n) **Provincial/Territorial Associations/PTAs** – the provincial/territorial member governing bodies for volleyball in each province/territory;
- (o) **UCCMS** - Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as amended from time to time;
- (p) **Vulnerable Adults** – is included in the definition of Vulnerable Participant;
- (q) **Vulnerable Individuals** – Minors and Vulnerable Participants; and
- (r) **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.

#### Purpose

2. The purpose of this *Code of Conduct and Ethics* is to ensure a safe and positive environment within the programs, activities, and events of Volleyball Alberta by making Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with the applicable core values of Volleyball Alberta. Volleyball Alberta supports equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all Individuals are treated with respect and fairness.

#### Application

3. This *Code of Conduct and Ethics – Alberta* applies to Individuals' conduct during the business, activities, and events of Volleyball Alberta, including, but not limited to, competitions, practices, tryouts, training camps, travel, the office environment, and meetings. Additionally, the *Code of Conduct and Ethics – Pan-Canadian* applies to Individuals' conduct during the business, activities, and events of Volleyball Canada and/or another Provincial/Territorial Association, including, but not limited to, competitions, practices, tryouts, training camps, travel, the office environment, and meetings.
4. An Individual who violates this *Code of Conduct and Ethics – Alberta* may be subject to sanctions pursuant to the *Discipline and Complaints Policy – Alberta*. In addition to facing possible sanctions pursuant to the *Discipline and Complaints Policy – Alberta*, Volleyball Alberta may take whatever actions they deem necessary to ensure a safe and positive environment within their respective programs, activities and events. An Individual who violates this *Code of Conduct and Ethics – Alberta* during a competition, program or activity may be ejected from the venue or practice area, the referee may delay competition until the Individual complies with the ejection and/or the Individual may be subject to sanctions pursuant to that competition, program or activities policies.
5. This *Code of Conduct and Ethics - Alberta* also applies to Individuals' conduct outside of the business, activities, and events of Volleyball Alberta when such conduct adversely affects Volleyball Alberta's relationships (and the work and sport environment) or is detrimental to the image and reputation of Volleyball Alberta or has the potential to do so. Such applicability will be determined by Volleyball Alberta at its sole discretion.



### Alberta Universal Code of Conduct (AB UCC)

6. 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.
7. Volleyball Alberta formally adopted the AB UCC as a policy of Volleyball Alberta in January 2026.
8. 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.
9. 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.

### Responsibilities

10. All Individuals have a responsibility to:
  - (a) Adhere to all Bylaws, policies, rules, and regulations approved by Volleyball Alberta;
  - (b) Maintain and enhance the dignity and self-esteem of members and other Individuals by:
    - (i) Focusing comments or criticism appropriately and avoiding public criticism of Individuals and Clubs,
    - (ii) Demonstrating the spirit of fair play, sport leadership, and ethical conduct,
    - (iii) Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory,
    - (iv) Treating persons fairly, reasonable, and respectfully, and
    - (v) Adhering to the rules of the sport and the spirit of those rules.
  - (c) Refrain from any behaviour that constitutes a Prohibited Behaviour, including Abuse, Discrimination, and Boundary Transgressions as well as any form of violence;
  - (d) Respect the rights, dignity, and worth of all Individuals;
  - (e) Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, Volleyball Alberta adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this program will be considered an infraction of this *Code of Conduct and Ethics - Alberta* and may be subject to further disciplinary action, and possible sanction, pursuant to the *Discipline and Complaints Policy – Alberta*. Volleyball Alberta will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Volleyball Alberta, Volleyball Canada, a Provincial/Territorial Association, or any other recognized sport organization;



- (f) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program and/or the World Anti-Doping Code and recognized by Sport Integrity Canada;
- (g) Refrain from associating with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who appears on the Canadian Safe Sport Program Public Registry;
- (h) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities;
- (i) In the case of Individuals of legal age, consume alcohol in a responsible manner;
- (j) Refrain from using recreational or illicit drugs while participating in the programs, activities, competitions, or sanctioned events of Volleyball Alberta;
- (k) Respect the property of others and not wilfully cause damage;
- (l) Promote sport in a constructive and positive manner;
- (m) Adhere to all federal, provincial/territorial, municipal and host country laws;
- (n) Refrain from public criticism of athletes, coaches, teams, or other referees, Individuals, teams, or Clubs including through social media, and raise concerns only through appropriate Volleyball Alberta channels;
- (o) Cooperate fully with any investigation or disciplinary process and respect the confidentiality required by issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals, and specific information or data about Individuals;
- (p) Refrain from engaging in cheating, which is intended to manipulate the outcome of a competition and/or not offer or receive any bribe which is intended to manipulate the outcome of a competition; and
- (q) Declare any ongoing criminal investigation, conviction, or existing bail conditions concerning that Individual to Volleyball Alberta.

## Coaches

11. In addition to section 10, coaches have many additional responsibilities. The coach-athlete relationship is a privileged one and plays a critical role in the personal, sport, and athletic development of the athlete. Coaches are Persons in Authority and must understand and respect the inherent Power Imbalance that exists in this relationship and must be extremely careful not to abuse it, consciously or unconsciously. Coaches will:
  - (a) Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes;



- (b) Avoid compromising the present and future health of athletes by communicating and cooperating with medical professionals in the diagnosis, treatment, and management of athletes' medical and psychological treatments;
- (c) Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete;
- (d) Act in the best interest of the athlete's development as a whole person;
- (e) Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol, cannabis, and/or tobacco; and
- (f) Adhere to open, observable, and justifiable interactions and communications with athletes to foster safety, enhance protection, and help reduce vulnerability of both the athlete and adult(s) in a position of trust.

#### **Athletes**

- 12. In addition to section 10, athletes will have additional responsibilities to:
  - (a) Adhere to the athlete agreement (if applicable);
  - (b) Report any medical issues in a timely fashion, when such issues may limit their ability to travel, practice, or compete;
  - (c) Participate and appear on-time and prepared to participate to their best abilities in all competitions, practices, training sessions, tryouts, tournaments, and sanctioned Volleyball Alberta events;
  - (d) Adhere to any rules and requirements regarding uniforms and equipment;
  - (e) Act in a sportsmanlike manner and refrain from foul language, or gestures to other individuals;
  - (f) Act in accordance with applicable policies and procedures and, when applicable, additional rules as outlined by coaches or managers; and
  - (g) Adhere to the *Anti-Doping Policy*.

#### **Referees**

- 13. In addition to section 10, referees are Persons in Authority and have additional responsibilities to:
  - (a) Enforce and abide by national and provincial/territorial rules and regulations;
  - (b) Act openly, impartially, professionally, lawfully, and in good faith in the best interests of Volleyball Alberta;
  - (c) Maintain game control and athlete safety by promptly addressing unsafe play, dangerous conduct, or environmental conditions that may place participants at risk; and



(d) Apply rules consistently and objectively, avoiding favoritism, bias, or prejudice of any kind toward teams, athletes, coaches, or other referees.

#### **Parents/Guardians and Spectators**

14. In addition to section 10, parents/guardians and spectators at Volleyball Alberta sanctioned events will:

- (a) Encourage athletes to compete within the rules and to resolve conflicts without resorting to hostility or violence;
- (b) Condemn the use of violence in any form;
- (c) Respect the decisions and judgments of referees, and encourage athletes to do the same;
- (d) Refrain from verbal and physical abuse, coercion, intimidation, and sarcasm; and
- (e) Respect and show appreciation to all athletes, coaches, referees, and volunteers.

#### **Club Administration**

15. In addition to section 10, club administrators are Persons in Authority and have additional responsibilities to:

- (a) Prioritize the physical and emotional safety of all Individuals;
- (b) Ensure compliance with all applicable child protection legislation, regulations, policies and mandatory reporting requirements prescribed by law;
- (c) Promote a culture where bullying, harassment, and discrimination are not tolerated;
- (d) Communicate respectfully with all Individuals;
- (e) Maintain accurate records and ensure timely reporting of required documentation; and
- (f) Protect the privacy of all Individuals by safeguarding personal information.

#### **Communication**

16. Volleyball Alberta will identify those persons within its organization who will be responsible for implementing this policy.

#### **Review and Amendment**

17. This policy will be reviewed every two years. Any significant policy amendments require approval by Volleyball Alberta.



18. 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**

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