



Code of Conduct and Ethics

“Organization” refers to: Apex Volleyball Club

Definitions

The following terms have these meanings in this Code:

- A. **Abuse** – Grooming, Child Abuse or Vulnerable Adult Abuse as described in the UCCMS.
- 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. **Individuals** – refers to all categories of members and/or registrants defined in the Bylaws of **Apex Volleyball Club**, Participants (as defined in the UCCMS), and for greater certainty includes all individuals employed by, or engaged in activities with **Apex Volleyball Club** including, but not limited to, athletes, coaches, volunteers, managers, administrators, committee members, health care workers, Directors and Officers of **Apex Volleyball Club**; parents/guardians, and spectators at events;
- E. **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);
- F. **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;
- G. **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;

- H. ***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);
- I. ***Vulnerable Adults*** – is included in the definition of Vulnerable Participant;
- J. ***Vulnerable Individuals*** – Minors and Vulnerable Participants; and
- K. ***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

Purpose

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

Application

This Code applies to Individuals' conduct during the business, activities, and events of **Apex Volleyball Club**, including but not limited to competitions, practices, tryouts, training camps, travel, the office environment, and meetings.

Conduct outside of sanctioned activities may also fall under this Code if it adversely affects Apex Volleyball Club's relationships, reputation, or environment. Apex Volleyball Club reserves the right to determine such applicability at its sole discretion.

Individuals who violate this *Code of Conduct and Ethics* may be subject to removal from the **organization** ("Apex Volleyball Club"). An Individual who violates this Code of Conduct and Ethics during a competition or activity may be ejected from the competition, venue or practice area, the referee may delay competition until the Individual complies with the ejection, and the Individual may be subject to sanctions pursuant to that competition's policies.

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

Apex Volleyball Club aligns with the **Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)**; a 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.

Volleyball Canada formally adopted the UCCMS as a policy of Volleyball Canada in June 2022. Definitions and standards from the UCCMS apply to this Code.

Responsibilities – All Individuals

All Individuals involved with Apex Volleyball Club must:

- Adhere to all Bylaws, policies, rules, and regulations approved by Apex Volleyball Club
- Maintain and enhance the dignity and self-esteem of others by:
 - Focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, referees, organizers, volunteers, employees, or members; demonstrating the spirit of fair play, sport leadership, and ethical conduct;
 - Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory;
 - Treating persons fairly and reasonably; and
 - Adhering to the rules of the sport and the spirit of those rules.
- Refrain from Prohibited Behaviour, including Maltreatment, Discrimination, and Boundary Transgressions, as well as any form of Violence
- Respect the rights, dignity, and worth of all Individuals
- Abstain from non-medical use of drugs and performance-enhancing substances. More specifically, Apex Volleyball Club adopts and adheres to the Canadian Anti-Doping Program. Any infraction under this program will be considered an infraction of this code and may be subject to further disciplinary action, including removal from the Club. Apex Volleyball Club will respect any penalty enacted pursuant to a breach of the Canadian Anti-Doping Program, whether imposed by Volleyball Canada, Volleyball BC, or any other recognized sport organization
- Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities
- Consume alcohol responsibly (if of legal age) and refrain from illicit drug use during Club activities
- Respect the property of others and not wilfully cause damage
- Promote sport in a constructive and positive manner
- Adhere to all federal, provincial/territorial, municipal and host country laws
- 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
- Declare any ongoing criminal investigation, conviction, or existing bail conditions concerning that Individual to Apex Volleyball Club.

Responsibilities – Coaches

In addition to the section “Responsibilities - Individuals”, coaches at Apex Volleyball Club are Persons in Authority and must:

- Follow the **Coach Code of Conduct**
- Ensure safe, age-appropriate environments
- Collaborate with medical professionals for athlete care
- Provide transparent communication with athletes and guardians

- Prioritize holistic athlete development
- Never provide or condone use of drugs, alcohol, or tobacco (especially with minors)
- Avoid sexual or intimate relationships with athletes
- Maintain professional appearance and conduct

Responsibilities – Athletes

In addition to the section “Responsibilities - Individuals”, athletes representing Apex Volleyball Club must:

- Follow the **Athlete Code of Conduct**
- Report medical issues promptly
- Be punctual, prepared, and committed to all Club activities
- Follow uniform and equipment guidelines
- Demonstrate sportsmanship and respectful behaviour
- Comply with Club policies and coach instructions
- Adhere to the Anti-Doping Policy

Responsibilities – Parents/Guardians and Spectators

In addition to the section “Responsibilities - Individuals”, Parents, guardians, and spectators at Apex Volleyball Club events must:

- Follow the **Parent/Guardian Code of Conduct**
- Encourage fair play and peaceful conflict resolution
- Condemn violence and abuse
- Respect referees and promote respectful behaviour
- Avoid abusive, coercive, or sarcastic conduct
- Show appreciation to all participants and volunteers

Review and Amendment

This Code will be reviewed every two years.

Approval

This Code was approved by **Apex Volleyball Club’s Board of Directors** on **August 28, 2025**