



Volleyball Australia

Code of Conduct

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Version 1	8 September 2022	September 2023	New policy
Version 2		March 2025	Alignment to NIF CDDP. Additional clauses added to reflect Persons in Position of Authority.

Contents

1.	Policy Intent	1
2.	Definitions	1
3.	Jurisdiction.....	2
3.1	To whom the Code of Conduct applies.....	2
3.2	When the Code of Conduct applies.....	2
4.	Expected Behaviours.....	3
4.1	Relevant Persons and Relevant Organisations must:	3
4.2	A Person in a Position of Authority must:.....	4
5.	Prohibited Conduct.....	4
5.1	A Relevant Person commits a breach of this Code of Conduct when they:.....	4
6.	A Person in a Position of Authority commits a breach of this Code of Conduct when they: 4	
7.	Reports and Complaints.....	5

1. Policy Intent

- 1.1. This Code of Conduct aims to ensure that everyone involved in Volleyball and bound by this Code of Conduct is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.
- 1.2. This Code of Conduct:
- (a) prescribes Prohibited Conduct; and
 - (b) does not cover conduct and disciplinary matters arising under policies that form part of the National Integrity Framework.
- 1.3. The National Integrity Framework sits alongside this Code of Conduct. Where a provision is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.

2. Definitions

In this Code of Conduct the following words have the corresponding meaning:

Activity means a sporting contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, which is sanctioned or organised by a Relevant Organisation.

Affiliate means a member of a Member Organisation that is an incorporated association or company, including (as applicable) clubs, districts, regions and zones.

Authorised Provider means any organisation that is not a Relevant Organisation and is authorised to conduct an Activity.

Code of Conduct means this Code of Conduct.

Contractor means any person or organisation engaged to provide services for or on behalf of a Relevant Organisation, and includes:

- (a) agents, advisers, and subcontractors of a Relevant Organisation; and
- (b) employees, officers, volunteers and agents of a contractor or subcontractor of a Relevant Organisation.

Member Organisation means a sporting organisation that is a member of Volleyball Australia in accordance with the provisions of the Volleyball Australia Constitution.

National Integrity Framework means the National Integrity Framework as developed by Sport Integrity Australia and consisting of the following five policies:

- (c) Safeguarding Children and Young People Policy;
- (d) Competition Manipulation and Sport Gambling Policy;
- (e) Improper Use of Drugs and Medicine Policy;
- (f) Member Protection Policy; and
- (g) Complaints, Disputes and Discipline Policy (CDDP).

Participant means:

- (h) athletes who are registered with a Relevant Organisation or entitled to participate in an Activity;
- (i) coaches appointed to train an athlete or team in an Activity;
- (j) administrators who have a role in the administration or operation of a Relevant Organisation, including owners, directors, committee members or other persons;
- (k) officials including referees, umpires, technical officials, or other officials appointed by a Relevant Organisation or any league, competition, series, club or team sanctioned by a Relevant Organisation;
- (l) support personnel who are appointed in a professional or voluntary capacity by a Relevant Organisation or any league, competition, series, club or team sanctioned by a Relevant Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and
- (m) parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code of Conduct.

Person in Position of Authority means a Relevant Person, regardless of age, who through their position or involvement in Volleyball can exercise power, control, or influence over a Participant. For the avoidance of doubt this includes coaches, administrators and board members.

Prohibited Conduct means the conduct proscribed at clause 5.1 and 5.2 of this Code of Conduct.

Relevant Organisation means any of the following organisations:

- (a) Volleyball Australia;
- (b) Member Organisations; and
- (c) any other organisation that has agreed to be bound by this Code of Conduct.

Relevant Person means any of the following persons:

- (d) Individual Member;
- (e) Participant;
- (f) Employee or an Authorised Provider;
- (g) Contractor;
- (h) Volunteer; or
- (i) any other individual who has agreed to be bound by this Code of Conduct.

Volleyball means the sport of Beach Volleyball, Indoor Volleyball and ParaVolley as governed by Volleyball Australia, the Federation de International Volleyball and World ParaVolley from time to time.

Volunteer means any person engaged by a Relevant Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel.

3. Jurisdiction

3.1 To whom the Code of Conduct applies

The Code of Conduct applies to:

- (a) Relevant Persons;
- (b) Relevant Organisations; and
- (c) persons referred to in clause 4.2(a)(ii) of the CDDP under the National Integrity Framework.

For clarity, clause 4.2(a) of the CDDP states:

- (a) The Relevant Policies apply to and bind:
 - i. all Relevant Persons and Relevant Organisations.
 - ii. any person who, or organisation that:
 - A. has had a Complaint or Report made against them; and
 - B. was bound by the Relevant Policies at the time of the alleged Prohibited Conduct, even if they are no longer a Relevant Person or Relevant Organisation.

3.2 When the Code of Conduct applies

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
 - (i) in relation to any dealings they have with Relevant Organisations or their staff, Contractors and representatives;
 - (ii) wherever there is a recognised Volleyball or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
 - (iii) when dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and

- (iv) in relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.
- (c) Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy.

4. Expected Behaviours

4.1 Relevant Persons and Relevant Organisations must:

- (a) act and operate within the rules and spirit of Volleyball;
- (b) be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (c) act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (d) maintain appropriate, professional relationships with other Relevant Persons at all times;
- (e) accept and respect the authority of officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an official, whether on or off the field of play;
- (f) treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (g) act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (h) respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- (i) not engage in behaviour that is:
 - (i) drunk and disorderly;
 - (ii) public or domestic violence;
 - (iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
 - (iv) unlawful or unsafe;
- (j) not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- (k) not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
- (l) comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- (m) not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.
- (n) Refrain from making any sort of comment relating to other Relevant Persons regarding their gender, race, place of origin, colour, sexual orientation, religion, political beliefs, socio-economic status or athletic potential, either in person or on social media.

4.2 A Person in a Position of Authority must:

- (a) establish and maintain professional boundaries (both in-person and online) when working with Participants who are involved in Volleyball. Professional boundaries ensure that the nature of the relationship between a Person in a Position of Authority and a Participant does not move from a professional one to a personal one and becomes harmful. For the avoidance of doubt, the professional boundaries must exist throughout the duration of the Person in a Position of Authority's appointment where they have direct control or influence over the Participant.
 - i. Where a Person in a Position of Authority breaches clause 4.2(a), that person must immediately (within 48 hours) declare to the Chief Executive Officer of the Relevant Organisation (or their nominee) the nature of their relationship with a Participant.
- (b) A Person in a Position of Authority must declare to the Chief Executive Officer of the Relevant Organisation (or their nominee) any existing social relationship with a Participant prior to commencing in the position of authority.
- (c) A Person in a Position of Authority, unless there is an existing social relationship with a Participant prior to commencing in the position of authority, must:
 - i. declare any form of support to a Participant outside the scope of their role (e.g., financial assistance, babysitting, provide accommodation);
 - ii. not exhibit any type of favouritism towards a Participant; and
 - iii. treat all information disclosed or obtained about a Participant with the utmost confidentiality.
- (d) Where a declaration has been made under clause 4.2(a), 4.2(b) or 4.2(c) or the Relevant Organisation is otherwise made aware that a Person in a Position of Authority has an existing social relationship with a Participant or has not maintained professional boundaries with a Participant, the Relevant Organisation may take any such action it determines to be appropriate including (but not limited to) changing or terminating the role performed by the Person in a Position of Authority or taking action in accordance with this Code of Conduct (for a breach of this code) and with Volleyball Australia's Complaints, Disputes and Discipline Policy.

5. Prohibited Conduct

5.1 A Relevant Person commits a breach of this Code of Conduct when they:

- (a) conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;
- (b) engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
 - (i) has brought, brings or would have the tendency to bring, the Relevant Person, a Relevant Organisation or Volleyball into disrepute or censure; or
 - (ii) is, or would have the tendency to be inconsistent with, contrary to, or prejudicial or harmful to the interests, reputation or values of a Relevant Organisation or Volleyball;
- (c) make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
- (d) do not comply with any of clauses 4.1(a) through 4.1(n), inclusive.

6. A Person in a Position of Authority commits a breach of this Code of Conduct when they:

- (a) do not comply with any of clause 4.2.

7. Reports and Complaints

- (b) Reports or Complaints of alleged Prohibited Conduct under this Policy should be submitted to Volleyball Australia.
- (c) Allegations of Prohibited Conduct under this Policy will be managed in accordance with the Volleyball Australia Complaints, Disputes and Discipline Policy.
- (d) Any behaviour that may constitute a criminal offence should be reported to the relevant state/territory law enforcement agency.