

Code of Conduct

Introduction

It is essential for coaches to encourage athletes to embrace the values of good sportsmanship. Moreover, coaches involved in sports events should be models of good sportsmanship and should lead by example by demonstrating fairness, respect, and self-control.

Purpose

1. The purpose of this Code of Conduct is to ensure a safe and positive environment within Redemption programs, activities and events, by making all individuals aware that there is an expectation of appropriate behaviour, consistent with the values of Redemption, at all times.
2. Redemption Volleyball is committed to providing an environment in which all individuals are treated with respect. Further, Redemption Volleyball supports equal opportunity and prohibits discriminatory practices. Members of Redemption Volleyball are expected to conduct themselves at all times in a manner consistent with the values of Redemption that include fairness, integrity, open communication and mutual respect.
3. Conduct that violates this Code of Conduct may be subject to sanctions pursuant to Redemption's policies related to discipline and complaints.

Responsibilities

Coaches

4. Redemption Volleyball coaches are responsible for the conduct of your entire team. It is therefore your responsibility to:

- a) Maintain and enhance the dignity and self-esteem of Redemption Volleyball Members and other Individuals by:
 - i. Demonstrating respect to individuals regardless of body type, athletic ability, gender, ethnic or racial origin, sexual orientation, age, marital status, religion, political belief, disability or economic status;
 - ii. Focusing comments or criticism appropriately (the performance not the person) and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees and members;
 - iii. Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct;
 - iv. Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory;
 - v. Consistently treating individuals fairly and reasonably;
 - vi. Ensuring that the rules of Volleyball, and the spirit of such rules, are adhered to.
 - vii. Refrain from the use of profane, insulting, harassing or otherwise offensive language in the conduct of your duties.
- b) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behaviour that constitute harassment include, but are not limited to:
 - i. Written or verbal abuse, threats or outbursts;
 - ii. The display of visual material which is offensive or which one ought to know is offensive;
 - iii. Unwelcome remarks, jokes, comments, innuendos or taunts about a person's looks, body, attire, age, race, religion, sex or sexual orientation;
 - iv. Leering or other suggestive or obscene gestures;
 - v. Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect working conditions;
 - vi. Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect

- performance;
- vii. Any form of hazing;
- viii. Unwanted physical contact including touching, petting, pinching or kissing;
- ix. Unwelcome sexual flirtations, advances, requests or invitations;
- x. Physical or sexual assault;
- xi. Behaviours such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment; or
- xii. Retaliation or threats of retaliation against an individual who reports harassment.

c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments, advances or conduct of a sexual nature.

d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.

e) Never provide underage athletes with alcohol or tobacco

f) Respect the property of others and not wilfully cause damage.

g) Be knowledgeable in the game rules, and teach these rules to players

h) Treat opponents and officials with due respect both in victory and defeat and encourage athletes to uphold the rules of their sport and the spirit of such rules

Athletes

5. In addition to paragraph 4 above, your athletes will have additional responsibilities to:

a) Report any inabilities to play in a timely fashion, where such inabilities may limit the team's ability to have enough players.

b) Participate and appear on time

c) Adhere to Redemptions rules and requirements regarding clothing and equipment.

d) May not play for more than one team in the league.

Acknowledgement

I acknowledge that I will not be able to participate as a coach or player for Redemption until I acknowledge having read this Code of Conduct and sign a waiver of liability. I hereby agree that if I fail to conform my conduct to the foregoing while attending or coaching any Redemption event, I will be subject to disciplinary action, including but not limited to the following in any order or combination.

a) Verbal warning issued by Referee or Commissioner

b) Written warning issued by Commissioner

c) Suspension or immediate ejection issued by Referee or Commissioner

I therefore guarantee to be responsible for my words and actions while attending or coaching during any Redemption event, game or function.

Waiver of Liability

I have read the Code of Conduct and agree to adhere to it, and I hereby assume all risks involved in playing in the League and will hold Redemption Community Church and the League Representatives (Commissioner, Coaches, Volunteers) harmless and blameless from any and all liability, actions, and causes of actions, debts and claims in the Redemption Indoor Volleyball League.

Name (printed)

Signature

Date