



# **ROSSMOYNE VOLLEYBALL CLUB**

## **CODE OF CONDUCT**

The Code of Conduct is a framework that outlines the standards of behaviours and ethical conduct expected of all Rossmoyne Volleyball Club members in paid, volunteer and spectator capacities, providing role-specific principles to guide individual behaviour and decision-making.

## **ATHLETES**

Athletes must meet and maintain the following requirements in regard to their conduct during any activity associated (either directly or indirectly) with Rossmoyne Volleyball Club's involvement in the sport of volleyball (including but not limited to the activities of training, competing and team memberships) whether or not such activity is held or sanctioned by Rossmoyne Volleyball Club.

- Always maintain a high level of ethics and refrain from all forms of harassment, inclusive of not tolerating and reporting inappropriate or unethical behaviours from others.
- Adhere to the principles of fair play and always play by the rules, respecting the traditions of the game and the spirit of competition.
- Respect the rights and dignity of every person including teammates, opponents, coaches and officials and never engage in behaviour that abuses, provokes or harasses others.



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- Abide by the rules and respect the decision of officials and volunteers, making appeals through formal process and respecting the final decision.
- Always participate to the best of your abilities and respect the talent, potential and development of fellow athletes and competitors.
- Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others.
- Care for the equipment and facilities made available during training and competition.
- Always consider the safety and wellbeing of other participants before performance and results.
- Adhere to anti-doping policies and never engage in match fixing or betting for competitions you are involved with.
- Demonstrate a high degree of individual responsibility, especially in the presence of persons under 18 years of age.
- Comply with all policies as published and adopted by Rossmoyne Volleyball Club and Volleyball Western Australia.
- Understand the repercussions if you breach or are aware of any breaches of this Code of Conduct.
- Maintain an appropriate and honest relationship with your coach, inclusive of addressing and raising concerns around illness or injury that affect your ability to train or participate in the program.



## **ROSSMOYNE VOLLEYBALL CLUB**

### **OFFICIALS**

It is a condition of appointment as a Rossmoyne Volleyball Club Official that individuals agree to respect and abide by this Code of Conduct. This Code extends to any occasion when an individual is acting on behalf of Rossmoyne Volleyball Club.

- Hold and maintain a current Working with Children Check Card, preferably linked to Rossmoyne Volleyball Club.
- Always behave in a manner that does not damage or compromise the standing or reputation of Rossmoyne Volleyball Club or brings the sport into disrepute.
- Respect the rights and dignity of every person involved in Volleyball regardless of gender, race, ethnicity, faith or sexual orientation.
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse.
- Always ensure the safety and wellbeing of players above all else.
- Maintain respectful and appropriate relationships with every participant/member within the realm of the sport.
- Be impartial, consistent and transparent in your conduct and decision-making, inclusive of accepting responsibility for your actions.
- Avoid situations that may lead to or call into question conflict/s of interest.



## **ROSSMOYNE VOLLEYBALL CLUB**

- Avoid engaging in unnecessary verbal communication with coaches, club officials, parents and spectators during play except in instances of medical emergencies or to call out acts of unethical behaviour.
- At all times act as a role model for others, displaying high standards of good sporting behavior.
- Never engage in inappropriate conduct, including the use of offensive language whilst in an official capacity.
- Ensure that if any physical contact is required in your role as official you first obtain consent from the member and ascertain the need for such actions.
- Wherever possible, avoid unaccompanied or unobserved one on one activity with people under the age of 18 or in any situation where a power of difference exists.
- Adhere to the laws of the game and the principles of fair play, ensuring that the spirit of competition is respected by all players, coaches, and officials.
- Dress in accordance with Rossmoyne Volleyball Club's or Volleyball Western Australia's Official dress code.
- Take responsible action in relation to alcohol consumption or smoking in association to any volleyball related activity.
- Ensure all equipment and facilities meet safety standards and are appropriate to the age or ability of participants and advise Rossmoyne Volleyball Club where the safety standards are not met to be addressed appropriately.



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- Ensure current knowledge of rules and protocols are being adopted and applied relevant to the competition standard and support opportunities for members to learn where appropriate.



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### **COACHES**

- Hold and maintain a current Working with Children Check Card, preferably linked to Rossmoyne Volleyball Club.
- Always behave in a manner that does not damage or compromise the standing or reputation of Rossmoyne Volleyball Club or brings the sport into disrepute.
- Respect the rights and dignity of every person regardless of gender, race, ethnicity, faith or sexual orientation.
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse.
- Ensure every person has equal opportunity to participate regardless of age, ability or experience.
- Ensure that all equipment and activities meet safety standards and are appropriate to the age and abilities of every person.
- Promote the principles of fair play and discourage unsportsmanlike behaviour.
- Always consider the safety and wellbeing of participants before performance results and follow the advice of a physician/medical officer in determining when an injured participant may return to training and competition.
- Maintain respectful and appropriate relationships with every person, especially to participants to which you owe a duty of care.



## **ROSSMOYNE VOLLEYBALL CLUB**

- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in a coach capacity.
- Ensure coaching qualifications are up to date and accredited by Volleyball Western Australia and the appropriate National Sporting Organisation.
- Follow the guidelines and rules set down by Rossmoyne Volleyball Club and Volleyball Western Australia.
- Call out and refer club authorities to all acts of unethical behavior, whether from players, officials, parents, or spectators.
- At all times act as a role model for others, displaying high standards of good sporting behavior.
- Wherever possible, avoid unaccompanied or unobserved one on one activity with people under the age of 18 or in any situation where a power of difference exists.
- Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others.

## **PARENTS AND SPECTATORS**

- Never engage in inappropriate conduct including the use of offensive language, excessive drinking or smoking whilst in the presence of participants under the age of 18.
- Encourage participants to play by the rules and to show respect at all times to coaches, officials and competitors.



## **ROSSMOYNE VOLLEYBALL CLUB**

- Respect the rights and dignity of every person including players, coaches, officials, parents and spectators; and never engage in behaviour that abuses, demeans, provokes or harasses others.
- Understand that sport is designed to be fun and that participating for enjoyment and wellbeing should always come before performance and results.
- At all times act as a role model for others, displaying high standards of good sporting behaviour.
- Call out and refer club authorities to all acts of unethical behaviour, whether from players, coaches, officials, parents, or spectators.
- Participate in positive cheering that reinforces and encourages participant's efforts.

## **COMMITTEE MEMBERS**

- Respect the rights and dignity of every person regardless of gender, race, ethnicity, faith or sexual orientation and ensure that the club promotes a safe and inclusive environment.
- Protect the integrity of sport at all times by ensuring that the behaviour and conduct of every person is consistent with the laws of the game, the principles of fair play and the standards of safe and inclusive sport.





## **ROSSMOYNE VOLLEYBALL CLUB**

- Protect the safety and wellbeing of members at all times by ensuring that appropriate safeguarding measures and policies are in place, easily accessible and understood by every person, and reviewed regularly.
- Be impartial, consistent and transparent in your conduct and decision-making, which include accepting responsibility for your actions.
- Make decisions in the best interests of your members and the sport.
- Promote a safe and inclusive environment, in which every person feels welcomed and is protected and free from discrimination, harassment and abuse.
- Ensure that all players, coaches, officials, parents and spectators place wellbeing and enjoyment ahead of performance and outcomes.
- Create pathways that support players, coaches and officials to improve their skill development.
- Provide equal opportunities for all players, coaches and officials to participate, regardless of their gender, race, ethnicity, faith or sexual orientation.
- At all times act as a role model for others, displaying high standards of good sporting behavior.
- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in an official capacity.



## **ROSSMOYNE VOLLEYBALL CLUB**

- Ensure that all members are made aware of their rights and responsibilities under the appropriate legislation including: Member Protection Policy, Code of Conduct and Child Safeguarding Policy and know the process by which to refer a complaint or breach.

### **BREACH OF CODE OF CONDUCT:**

If any member of Rossmoyne Volleyball Club fails to observe the Code of Conduct that is applicable to their capacity, the following will occur:

1. Any transgressions are to be reported to the Rossmoyne Volleyball Club Member Protection Officer (MPO).
2. The MPO, after obtaining written allegations and context relevant to the matter, will ascertain where the matter should be handled within the Rossmoyne Volleyball Club or escalated to Volleyball Western Australia.
3. Should the matter be handled within the community at Rossmoyne Volleyball Club, the Member Protection Officer will work to resolve the issue and report outcomes to the President or relevant Chairperson.
4. Should the matter need to be escalated, the Volleyball Western Australia Breach of Code of Conduct process will apply.