

# SEMINAR

## VNB Safe Sport & Code of Conduct





Hi! My name is Pat Thorne, I represent VNB as the Safe Sport & Code of Conduct Chair! I am here to present to all participants - athletes, coaches, parents, volunteers - on two VNB Policies:

- Code of Conduct
- Safe Sport

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**Hello and Welcome!**



# PURPOSE

The purpose of the Code of Conduct & Safe Sport is to ensure a safe & positive environment within the programs, activities and events of VC and VNB by making all individuals aware that there is an expectation, at all times of appropriate behavior consistent with the core values of VC & VNB



**VC & VNB support equal opportunity, prohibit discriminatory practices, and are committed to providing an environment in which all individuals are treated with respect and fairness.**

# OVERVIEW

- This presentation is an overview of the **Universal Code of Conduct to Prevent & Address Maltreatment in Sport (UCCMS)**.
- It introduces some of the UCCMS concepts to help participants in sport familiarize themselves with their rights and responsibilities under this document.
- The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) sets rules for appropriate behavior and what people are not allowed to do in sport.
- The intent of this presentation is for all participants – parents, volunteers, coaches, referees, leaders of clubs, teams & spectators. Basically all people directly or indirectly involved in the sport of volleyball.
- It is important to note – that this presentation is not considered to be a training module. As a registered VNB and/or Volleyball Canada participant, you would need to complete any training modules as required.



## UCCMS

- Establishes basic rights that are necessary for protecting a positive and respectful playing experience in sport
- Provides definitions for behaviors and harms that are not allowed in sport.

## APPLICATION

This Code of Conduct and Ethics applies to individuals' conduct during the business, activities, and events of Volleyball Canada and/or the Provincial/Territorial Associations, including, but not limited to, competitions, practices, tryouts, training camps, travel, the office environment, and meetings.

# HOW DID WE GET HERE...

1

Our VC national athletes started coming forward and telling their story

2

Then Sport Canada and NSO's (VC) took action and created policies & procedures

3

Then PSO's (VNB) under the umbrella of VC – adopted all policies & procedures

4

We are now at a much better spot with pathways, policies & procedures set in place to provide a safe & positive playing environments for all stakeholders (meaning you)

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**GROWTH OF SAFE SPORT & CODE OF CONDUCT VIOLATIONS**  
**It has been a fire storm**



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## ... INCREASING NUMBER OF INCIDENTS BEING REPORTED

- Within VC and VNB
  - VC National Championships – 2022
  - VNB sponsored events
- Increased knowledge & awareness of policies (education is key)
- Improved the process of reporting
- Dedicated committees to address the reporting (VC & VNB)

# EXAMPLES

- Athletes at the net – talking to their opponents (racial comments, homophobic comments, profanity, etc.)
- Coaches at team meetings both on and off the court
- Athletes in locker rooms, on the bench, in the warm up zone (are they treated differently)
  - Comments / Actions towards teammates in reference to not being the starting 6, don't get to play
- Social media (platforms) team chat groups (the intent of the group), tik tok, posting pictures, posting comments, sending text messages
- Overnight accommodations such as a residence – behaviors, not always supervised at all times – then add tech devices
- Referees making comments, in personal spaces at the scorer's table, substitution zones, coin toss, shaking of hands at the end of the match and coin toss



# WE ALL HAVE A RESPONSIBILITY

- We can no longer pretend we did not hear a comment or see something that we know within ourselves is wrong
- We cannot have the mindset “Well, I did not want to get someone in trouble”
- We can no longer keep secrets
- To have the courage - we need to be the voice for those who are unable to speak for themselves or have the confidence to speak for themselves. If you are afraid We are the role models
- To educate all participants - our coaches, athletes, referees, parents, spectators
- Our expectations become the norm – united we can make a difference



# CONSEQUENCES

AS DESCRIBED WITHIN THE PARTICIPANT AGREEMENT, COULD INVOLVE BUT NOT LIMITED TO – PENDING FURTHER INVESTIGATION

- An Individual who violates this Code of Conduct and Ethics may be subject to sanctions pursuant to the Discipline and Complaints Policy.
- In addition to facing possible sanctions pursuant to the Discipline and Complaints Policy, an Individual who violates this Code of Conduct and Ethics during a competition 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.







# ABUSE FREE SPORT PROGRAM (UCCMS) UNIVERSAL CODE OF CONDUCT TO PREVENT & ADDRESS MALTREATMENT IN SPORT

- It is a Safe Sport Code of Conduct that all NSO's (National Sports Organizations) are bound and must adopt – VNB has adopted all polices set out by VC
- The Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) is the 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.**

# DEFINITIONS

## Contained in the UCCMS



- **Adopting Organization – Volleyball Canada & VNB**
  - An organization that has adopted the current version of the UCCMS, as amended.
- **Consent**
  - The communicated voluntary agreement to engage in the activity in question, by a person who has the *legal capacity to consent*. Consent regarding sexual activity is assessed in accordance with the laws of Canada, including the Criminal Code.
- **Disclosure**
  - The sharing of information by a person regarding an incident or a pattern of Maltreatment experienced by that person, including a breach of reasonable boundaries. Disclosure does not constitute a formal Report.

- **Discrimination**

- Behavior, policies, and/or practices that contribute to differential, inequitable, adverse or otherwise inappropriate treatment of or impact on an individual or class of individuals based on one or more prohibited grounds, which include race, national or ethnic origin, color, Indigeneity, religion, age, sex, sexual orientation, gender identity or expression, pregnancy, marital status, family status, language, genetic characteristics or disability, and analogous grounds.

- **Grooming**

- Deliberate conduct by a Participant comprised of one or several acts that, viewed objectively, either make it easier to engage in Sexual Maltreatment or reduce the chance that Sexual Maltreatment will be Reported. See Section 5.6.
- *Legal Duty to Report* The legal obligation to report potential abuse of a person under the age of protection in their province or territory of residence, in accordance with applicable provincial and territorial legislation.

- **Maltreatment**

- A volitional act and/or omission described in Sections 5.2-5.6 that results in harm or has the potential for physical or psychological harm.

- **Minor**

- For the purpose of the UCCMS, an individual who is *under the age of 19 years old*. It is at all times the responsibility of the adult Participant to know the age of a Minor.

- **Participant**

- Any individual who is subject to the UCCMS. Participants could include, without limitation, athletes, coaches, officials, volunteers, administrators, directors, employees, trainers, parents/guardians, etc., according to the policies of the Adopting Organization.

- **Physical Maltreatment**

- Any pattern or a single serious incident of deliberate conduct, including *contact behaviours* and *non-contact behaviours* as outlined in Section 5.3, that has the potential to be harmful to a person's physical or psychological well-being.

- **Power Imbalance**

- *A Power Imbalance 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.*
- Whether an actual Power Imbalance exists will be determined based on the totality of the circumstances, including the subjective view of the subordinate Participant.
- *A Power Imbalance is presumed to exist where the participant and other person are in an authority-based relationship in which one person has power over another by virtue of an ascribed position of authority, such as, in a peer-to-peer relationship, including but not limited to teammate-teammate, athlete-athlete, coach-coach or official-official relationships, official-athlete, official-coach.*
- Power may be represented by seniority, age differential, ability, physical size, public profile, gender identity or expression, sexual orientation, ethno-racial identity, level of physical and intellectual disability, and their intersections, as some examples.
- Maltreatment occurs when this power is misused.

- **Psychological Maltreatment**
  - Any pattern or a single serious incident of deliberate conduct that has the potential to be harmful to a person's *psychological well-being*.
- **Reporting (obligation & duty to report) under the UCCMS**
  - The provision of information by a Participant or by any person to an independent authority designated by the Adopting Organization to receive Reports regarding Prohibited Behavior.
  - *Reporting may occur* through either:
    - the person who experienced the Prohibited Behaviour,
    - or someone who witnessed the Prohibited Behavior
    - or otherwise knows or reasonably believes that Prohibited Behavior or a risk of Prohibited Behavior exists
- **Respondent (who has done the harm)**
  - A Participant who is alleged to have engaged in one or more of the Prohibited Behaviors described herein.

- **Sexual Maltreatment**
  - Any pattern or a single incident, whether physical or psychological in nature, that is committed, threatened, or attempted, and that has the potential to be *harmful to a person's sexual integrity*
- ***Vulnerable Participant (under the age of 19)***
  - Persons at increased risk of Maltreatment and/or coercion, often due to age, gender, race, poverty, Indigeneity, sexual orientation, gender identity or expression, disability, psychosocial or cognitive ability, and their intersections.
  - Vulnerable Participants include persons who are not able to provide informed Consent

**THIS IS HEAVY INFORMATION**

**THAT IS BEING PRESENTED TO YOU – IMPORTANT**

**THAT YOU TALK WITH YOUR PARENTS**



# WHAT DOES IT MEAN TO BE A VOLLEYBALL PLAYER IN NEW BRUNSWICK?



You are a member of your club



You are a member of Volleyball NB



You are a member of Volleyball Canada

*This whole presentation is about you, what you can do to ensure we have a safe place to play for all participants – and to inform you of the processes – so you know where to go to ask for help.*



# ABUSE-FREE SPORT

## Part of a larger picture

- It is an independent program that is part of a growing national movement to rid Canadian sport of all forms of harassment, discrimination, and abuse.
- As a program signatory, VC / VNB is an active player in this movement.
- For designated participants within our organization, there is access to a wide range of resources, including victim services and referrals to specialized mental health professionals and experienced lawyers – all of it available in English and French.

You can access the website by clicking on the Abuse-Free Sport logo or by visiting

<https://abuse-free-sport.ca/>



# HOW TO REPORT ABUSE

- VNB / VC is committed to a sport environment free from abuse that is safe for all participants.
- VNB / VC has zero tolerance for any type of abuse. Individuals are required to report abuse or suspected abuse.

If you are the victim of abuse, harassment, or discrimination, or you've witnessed such an incident within our sport, you are encouraged to contact the Abuse-Free Sport Helpline by phone or text at 1-888-83SPORT (77678), or by email to [info@abuse-free-sport.ca](mailto:info@abuse-free-sport.ca), 12 hours a day, 7 days a week.

When the incidents recounted appear admissible, operators will assist you in filing a report through a confidential online platform, if desired.



abuse-free

**SPORT**

sans abus

**HELPLINE**

  1-888-83SPORT (77678)

 [info@abuse-free-sport.ca](mailto:info@abuse-free-sport.ca)

 [abuse-free-sport.ca](http://abuse-free-sport.ca)

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# LINKS TO BE AWARE OF

These measures are put in place to ensure there is a consistent safe sport messaging and provides clear directions and pathways to ensure a respectful sport culture and safe sport experiences for all stakeholders

**UCCMS** - <https://sportintegritycommissioner.ca/files/Annotated-UCCMS-EN.pdf>

**OSCI** - Office of the Sport Integrity Commissioner - <https://sportintegritycommissioner.ca>

**DSO** - Director of Sanctions & Outcomes - <https://abuse-free-sport.ca/dso>

- The Director of Sanctions and Outcomes (DSO) is broadly responsible to defend the interests of safe sport.
- Within the complaint management process, the DSO will make decisions regarding provisional measures and violations of the UCCMS, and will impose sanctions where relevant.
- Fully independent and reporting to the Maltreatment in Sport Sanctions Council (MSSC), the DSO has complete authority to impose sanctions on participants of organizations that have signed onto the Abuse-Free Sport program.

# THANK YOU

## For Your Time & Attention

