



# Mariners Volleyball Club

## Coaches Code of Conduct

### Preface:

*The Mariners Volleyball Club fosters an inclusive, equitable, welcoming and safe place for participants (athletes, families, coaches, staff, BOD members, referees, volunteers) to take part in our offerings in our community. In order to do this, everyone plays a part in ensuring our spaces manifest this. The only way to do this is to provide a shared sense of what Safe & Welcoming Environments look, feel and sound like. Creating a culture where everyone can thrive is a shared responsibility. The MVC is committed to leading a culture that prioritizes respectful sport experiences.*

### Expected Behaviour

- Adhere to the [NCCP Code of Ethics](#), the [BC Universal Code of Conduct](#), the [VBC Code of Conduct](#) and [Volleyball Canada Code of Conduct](#).
- Exhibit behaviour contributing to the positive reputation of the MVC.
- Be aware of your social presence.
- Ensure your intentions, actions and efforts put priority on the safety of all participants.
- Treat others with respect and dignity and promote sportsmanship, leadership and ethical conduct. See [MVC Leadership Standards](#).
- Respect the diversity of participants and reject discrimination.
- Recognize systemic bias, unconscious bias and act to ensure participants feel included.
- Take seriously, all reports, allegations and suspicions of maltreatment involving minors and vulnerable participants. See it. Speak up.
- Establish appropriate boundaries with participants. Follow the [Rule of Two](#).
- Ensure all communications are transparent and easily understood by participants and outside observers.
- Recognize power imbalances.
- Refrain from using inappropriate language or profanity.
- Do not consume or be under the influence of alcoholic beverages or recreational drugs while coaching or at coaching events. Do not encourage the consumption of these products with your athletes/minors.
- The MVC opposes hazing.

### Unaccepted Behaviour

- **Psychological Maltreatment:** verbal conduct such as yelling/swearing; non-assaultive physical conduct such as throwing items; or behaviours restricting attention or support, such as abandoning an athlete as punishment for poor performance or refusing to coach with the intent of having athletes follow direction (threaten/manipulate); criticizing the abilities of an athlete(s) openly or directly rather than giving constructive feedback
- **Physical Maltreatment:** contact behaviours such as deliberately hitting someone; or non-contact behaviours such as use of exercise for the purposes of punishment.
- **Sexual Maltreatment of Minors or Adult participants:** including Criminal Code offenses; any comment or conduct of a sexual nature that is unwelcome or that would be objectively perceived as unwelcome by an outside observer.
- **Grooming:** can include one or several acts that, viewed objectively, make it easier to either engage in sexual maltreatment or reduce the chance that sexual maltreatment will be reported.
- **Boundary Transgressions:** communicating privately with a minor through social media or text; or one-on-one meetings that are not held in an open and observable environment. Your Duty of Care to an athlete continues for 5 years after you have been the coach of said athlete.
- **Neglect** not providing an athlete recovery time and/or treatment for a sport injury or allowing a vulnerable participant to be placed in an environment where maltreatment is at high risk of occurrence.

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