



**Policy Name:** Code of Conduct

**Date of Issuance:** 03/31/2023

**Policy Owner:** General Counsel

**Applies to:** USA Volleyball Employees, USA Volleyball Members, USA Volleyball Board of Directors, Officers, and Committee Members, and USA Volleyball Contractors (the “USAV Organization”)

**Purpose:**

USA Volleyball (“USAV”) and its Regional Volleyball Associations (“Regions”) encourage participation and the pursuit of excellence in all facets of volleyball. USAV and the Regions grant the privilege of membership to individuals committed to this same pursuit. The privilege of membership may, therefore, be withdrawn or denied by USAV and/or the Regions at any time where USAV and/or the Regions determine that an individual of the USAV Organization or prospective individual of the USAV Organization’s conduct is contrary to the best interests of the sport and those who participate in it.

In order to assist all within the USAV Organization in serving the best interests of volleyball, and to create an environment that is supportive, inclusive, positive and appropriate, USAV and its Regions have adopted this Code of Conduct. As a condition of membership, each prospective individual of the USAV Organization is required to acknowledge and adhere to this Code of Conduct.

**THE FOLLOWING SHALL BE CONSIDERED VIOLATIONS OF THE USAV CODE OF CONDUCT:**

1. Violation of any anti-doping policies, protocols or procedures as defined by the International Olympic Committee (IOC; [www.olympic.org](http://www.olympic.org)), World Anti-Doping Agency (WADA; [www.wada-ama.org](http://www.wada-ama.org)), Federation Internationale de Volleyball (FIVB; [www.fivb.org](http://www.fivb.org)), US Anti-Doping Agency (USADA; [www.usada.org](http://www.usada.org)) or the United States Olympic Committee (USOC; [www.teamusa.org](http://www.teamusa.org)). Violations of this provision will be adjudicated only by USADA or the proper anti-doping authority, not USAV.
2. Violation of SafeSport rules, policies and procedures promulgated by the U.S. Center for SafeSport ([www.safesport.org](http://www.safesport.org)), including the SafeSport Code and/or Minor Athlete Abuse Prevention Policies (“MAAPP”), as they may be amended from time to time.
3. Discrimination in violation of the Amateur Sports Act which requires that USAV must provide an equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in the sport of volleyball. Members must be allowed to participate and compete to the fullest extent allowed by USAV and

Region rules. Discrimination against any member on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability, or any other status protected by federal, state or local law, where applicable, is prohibited.

4. Possession, consumption, sale or distribution of alcohol, tobacco, vaping devices or e-cigarettes, marijuana, illegal drugs, or controlled substances, if such possession, consumption, or distribution is illegal or in violation of USAV or Region policy.
5. USAV policy prohibits the possession, consumption, sale or distribution of alcohol, tobacco, vaping devices or e-cigarettes by anyone registered as a junior volleyball player at the event venue of any USAV/Region sanctioned junior event.
6. Use of a recognized identification card by anyone other than the individual described on the card.
7. Physical damage to a facility or theft of items from a room, dormitory, residence or other person. (Restitution will be part of any penalty imposed.)
8. Possession of fireworks, ammunition, firearms, or other weapons or any item or material which by commonly accepted practices and principles would be a hazard or harmful to other persons at USAV/RVA sanctioned events.
9. Any action considered to be an offense under Federal, State or local law ordinances.
10. Violation of the specific policies, regulations, and/or procedures of the USAV, Region, United States Olympic and Paralympic Committee (“USOPC”) or the facility used in conjunction with a sanctioned event. It is the responsibility of the individual to be familiar with applicable specific policies, regulations and procedures.
11. Violation of the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the International Paralympic Committee (“IPC”) Code of Ethics.
12. Conduct which is inappropriate as determined by comparison to normally accepted behavior.
13. Taking any action that assists an individual or former individual of the USAV Organization from obtaining a new job (except for the routine transmission of administrative and personnel files) if it is known that the individual or former individual of the USAV Organization violated the policies or procedures of the U.S. Center for SafeSport (“Center”) or if the individual or former individual of the USAV Organization was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center.

14. Physical or verbal intimidation of any individual.
15. Any act of fraud, deception or dishonesty in connection with any USAV related activity.
16. Actions that will be detrimental to USAV or the Region.
17. Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any personnel associated with a USAV or Region sanctioned event including but not limited to event staff, match officials, arbitrators, ticketing personnel, etc.
18. To act in such a manner, either through behavior or policies, as to threaten an athlete's amateur status or Region, USAV, school and/or collegiate eligibility.
19. To not abide by applicable USAV and/or region transfer policies.

### **Drug Testing:**

By signing this Code of Conduct, I understand and agree that the FIVB Anti-Doping Rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the FIVB, WADA, USADA, and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the FIVB and/or my national federation, if applicable or referred by USADA.”

### **Reporting:**

Alleged violations of the USAV Code of Conduct and/or Region specific codes of conduct may be reported to the Region where the individual or prospective individual of the USAV Organization is located, or to the USAV National Office if relevant to the individual or prospective individual. Alleged violations that are potentially criminal in nature should also be reported to local law enforcement.

### **Anti-Retaliation:**

USAV and its Regions do not tolerate any acts of retaliation against any one who reports an alleged violation of the USAV Code of Conduct and/or Region specific codes of conduct. The Ted Stevens Olympic and Amateur Sports Act defines retaliation to mean “. . . any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication,

including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with: (A) the Center; (B) a coach, trainer, manager, administrator, or official associated with the corporation; (C) the Attorney General; (D) a Federal or State law enforcement authority; (E) the Equal Employment Opportunity Commission; or (F) Congress. This same definition of retaliation applies to all individuals or prospective individuals of the USAV Organization. For more information about USAV's Whistleblower Policy visit <https://usavolleyball.org/wp-content/uploads/2022/04/Task-27-2022-USAV-Whistleblower-and-Anti-Retaliation-Policy.pdf>

**Resolution:** Refer to USA Volleyball's Response and Resolution and Grievance Policies at [www.usavolleyball.org](http://www.usavolleyball.org)

**Contacts:**

Questions about the USAV Code of Conduct may be directed to USAV General Counsel, Rachael Stafford at [rachael.stafford@usav.org](mailto:rachael.stafford@usav.org)

For information about the USOPC Athlete Ombuds Office visit <https://www.teamusa.org/athlete-ombuds>

To contact the USOPC Chief Ethics and Compliance Officer, Holly Shick, email [holly.shick@usopc.org](mailto:holly.shick@usopc.org)

**By checking the box, I acknowledge having reviewed and understood the USA Volleyball Code of Conduct. I agree and consent to abide by the USA Volleyball Code of Conduct and any and all Region specific codes of conduct. I understand that if I violate the USA Volleyball Code of Conduct and/or any Region specific codes of conduct, I might be subject to disciplinary action in accordance with USAV and/or a Region.**