



2025

# Toowoomba Volleyball Association

## CODE OF CONDUCT

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## OVERVIEW

Toowoomba Volleyball Association strives to create a safe, non-discriminatory and inclusive environment to people involved at all levels of the game; from players, juniors, coaches, referees, administrators and spectators.

Standards of behaviour for all participants should be adhered to at all times to establish the environment necessary for the safe and inclusive development of the sport in Toowoomba. Toowoomba Volleyball Association (TVA) affirms the 'core values' present in the Member Protection Policy of Volleyball Australia, those being;

- To act within the rules and spirit of our sport.
- Display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment.
- To prioritise safety and well-being of young people involved in our sport.
- To encourage and support opportunities for participation in all aspects of our sport.

This policy is designed as a practical and easy to read guide for all persons involved in the sport of Volleyball in Toowoomba, to provide guidance about the correct behaviour and conduct needed to make the sport fair, inclusive, respectful and successful.

## GENERAL CODE OF BEHAVIOUR

Persons required to adhere to this policy include; all registered players, administrators, parents and other spectators. Non-adherence may result in being asked to leave the venue. We affirm Volleyball Australia's core values and existing policy; which is as follows:

- Respect the rights, dignity and worth of others.
- Be fair, considerate and honest in all dealing with others.
- Be professional in, and accept responsibility for, your actions.
- Make a commitment to providing quality service.
- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- Be aware of, and maintain an uncompromising adherence to Volleyball Australia standards, rules, regulations and policies.
- Operate within the rules of Volleyball Australia including national policies and guidelines which govern Volleyball Australia and the Member States.
- Understand your responsibility if you breach, or are aware of any breaches of, this Code of Behaviour.
- Do not use your involvement with Volleyball Australia, a Member State or a State Affiliate to promote your own beliefs, behaviours or practices where these are inconsistent with those of Volleyball Australia, the Member States or the State Affiliates.
- Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- Refrain from any form of abuse towards others.
- Refrain from any form of harassment towards, or discrimination of, others.
- Provide a safe environment for the conduct of the activity.
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.

## **PLAYER CODE OF BEHAVIOUR**

This section of the Code of Conduct reflects Volleyball Australia's standards for those players participating in the sport of Volleyball in Toowoomba. This section of the code of conduct applies during all fixture matches and at all TVA sanctioned social events. Toowoomba Volleyball Association affirms Volleyball Australia's member protection policy section concerning participant behaviour.

- Respect the rights, dignity and worth of fellow participants, coaches, officials and spectators.
- Refrain from conduct which could be regarded as sexual, racial or other harassment towards fellow participants and coaches.
- Respect the talent, potential and development of fellow team members and competitors.
- Care and respect the equipment provided to you as part of your program.
- Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- Conduct yourself in a professional manner relating to language, temper and punctuality.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of the adjudicator.
- Be honest in your attitude and preparation for training. Work equally hard for yourself and your team.
- Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

## COACH CODE OF BEHAVIOUR

Higher standards of behaviour are necessarily imposed upon coaches involved in the sport of volleyball in Toowoomba. This reflects the special power a coach has over their players and the unique vulnerability of those under this duty of care.

Coaches should at all times uphold the General Code of Behaviour, as well as being aware of the additional responsibilities that come with holding such a position. Coaches must at all times uphold Volleyball Australia's core values. We affirm Volleyball Australia's policy for this section.

### Safety and Health of Participants

- Place the safety and welfare of the participants above all else.
- Be aware of and support the sport's injury management plans and return to play guidelines.

### Coaching Excellence

- Help each person (athlete, official, etc) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each participant as an individual.
- Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of participants.

### Honour The Sport

- Act within the rules and spirit of your sport.
- Promote fair play over winning at any cost.
- Respect the decisions of officials, coaches and administrators.
- Show respect and courtesy to all involved with the sport.
- Display responsible behaviour in relation to alcohol and other drugs.

### Integrity

- Act with integrity and objectivity and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications or coaching experience to be misrepresented.



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- Never advocate or condone the use of illicit drugs or other banned performance enhancing substances or methods.
- Never participate in or advocate practices that involve match fixing.

### Respect

- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Do not tolerate abusive, bullying or threatening behaviour.

## **PARENT/GUARDIAN CODE OF BEHAVIOUR**

Parents are encouraged to become involved in the sport of Volleyball in Toowoomba in any capacity, to help the sport grow and thrive. In addition to general codes of behaviour, Toowoomba Volleyball Association, in keeping with Volleyball Australia's Member Protection Policy, requires that all parents/guardians of children participating in Volleyball in Toowoomba keep conduct to the following standards.

### Positive Actions/Statements:

- Treat your child the same irrespective of them winning or losing.
- Remember that your child participates in the sport of volleyball for their enjoyment not yours.
- Try to have fun when you are around your children at competitions. Well-directed humour can be a great de-stressor.
- Look relaxed, calm and positive on the sidelines.
- Make friends with other parents at competitions.
- Get involved in appropriate ways if your child or the coach behaves in unacceptable ways during competitions.
- Let the coach do the coaching.
- Understand that children will benefit from a break sometimes and that involvement in other sports is okay.
- Be there when your child performs poorly. Be an understanding listener rather than a critic, judge and/or fixer.
- Be prepared to give your child some space so that he/she can grow and develop as an independent person.
- Let your child know that your love for them is not associated with their sporting performances.
- Communicate with your child and ask them how they are really feeling about their sport and about competing in particular.
- Occasionally let your child compete without you being there and hovering over them.
- Emphasise the good things your child did in preparing for and during the competition.

### Try to avoid negative statements/actions:

- Saying "we're competing today". Instead say "you're competing today".
- Give your child credit for accepting the responsibility of performing.
- Getting too pushy or believing that you are indispensable. Let the coach do the coaching.
- Living through your child's performances.
- Turning away when your child performs.
- Turning away when your child's behaviour is unsportsmanlike.



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- Telling your child what he/she did wrong after a tough competition.
- Making enemies with your child's opponents or family during a competition.
- Making your child feel guilty by reminding them about all the time, money and sacrifices you are making for his or her sport.
- Thinking of your child's sporting performances as an investment for which you expect a return.
- Badgering, harassing or using sarcasm to motivate your child.
- Comparing your child's performances with those of other children.
- Forcing your child to go to training. If they are sick of training find out why and discuss it with them.



## **ADMINISTRATORS AND OFFICIALS CODE OF BEHAVIOUR**

As in other sections of this code; the General Code of Conduct applies to all administrators and officials behaviour during all TVA sanctioned events. It is recognised that officials and administrators have a special duty to uphold all aspects of Volleyball Australia's Member Protection Policy, in particular the relevant sections, as well as the entirety of this summarised code of conduct.

### Administrators:

- Be fair, considerate and honest in all dealing with others.
- Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Maintain a safe environment for you and others.
- Be aware of your legal responsibilities.
- Be a positive role model for others.

### Officials:

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Adopt appropriate and responsible behaviour in all interactions.
- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment free environment.
- Do not tolerate harmful or abusive behaviours.



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- Place the safety and welfare of the athletes above all else.
- Help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
- Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications to be misrepresented.
- Place the safety and welfare of the athletes above all else.
- Be consistent and impartial when making decisions.
- Address unsporting behaviour and promote respect for all people.