VOLLEYBALL MANAWATŪ

CODE OF CONDUCT POLICY FOR PARTICIPANTS

Approved 17 September 2026

Introduction

Volleyball Manawatū wants all people to have positive, safe and enjoyable experiences within the volleyball activities, events, competitions and environments we organise and oversee.

This policy applies to the members, staff, volunteers and contractors of Volleyball Manawatū as well as all participants involved in volleyball activities, events and competitions we are responsible for.

In this policy, participant includes:

- a player, competitor, or any other person who takes part in volleyball
- an official or administrator
- a coach, trainer, or other person who gives instruction in relation to volleyball
- a manager, an agent, or a team staff member
- a person providing medical or paramedical services to a person who takes part in volleyball or a team or group
- a parent or caregiver of a person who takes part in volleyball
- any other person working with, treating, or assisting a person who takes part in volleyball or a team or group
- a volunteer providing services for volleyball.

We are committed to ensuring that all members, staff, volunteers, contractors and participants are aware of, and understand this policy and all other relevant policies, processes and guidance.

In addition, activities, events and competitions may have their own more specific Codes of Conduct.

This policy complies with the mandatory requirements of the Sports Integrity Commission Prohibited Behaviour Policy March 2025

https://sportintegrity.nz/assets/integrity-code/policy-templates/prohibited-behaviours-policy-template-mar2025.docx

Volleyball Manawatū Expectations of Participants

Volleyball Manawatū expects those bound by this policy to:

1. obey the laws that apply to them
2. follow the principles of fairness, and encourage others to do the same
3. respect the rights, dignity and value of others
4. be considerate and treat everyone fairly and equitably
5. be a positive role model
6. communicate with others in a way that is honest and considerate
7. be committed to enhancing the quality of the volleyball environment
8. behave professionally, responsibly and ethically at all times
9. behave in a way that is not discriminatory, bullying, harassing, racist, sexist, violent, abusive or otherwise inappropriate or harmful to others
10. promptly report to Volleyball Manawatū any actual or suspected breaches of this policy, preferably immediately otherwise using the complaints process, available from the website.

If the actual or suspected breach of this policy involves child abuse, child sexual abuse or child neglect then the Volleyball Manawatū Child Protection Policy must be initiated.

Prohibited behaviours are not tolerated

Volleyball Manawatū does not tolerate behaviour that undermines the safety of participants and the safety and fairness of volleyball.

A person who is bound by this policy must not engage in or attempt to engage in any of the following prohibited behaviours:

1. bullying, violence, abuse, intimidation, or harassment
2. child abuse, child sexual abuse or child neglect (In this case the Volleyball Manawatū Child Protection Policy must be referred to)
3. sexually harmful behaviour
4. any form of discrimination
5. competition manipulation and associated activity
6. corruption, fraud, deception or breach of trust
7. retaliation against or victimisation of any person because that person makes or intends to make a complaint or disclosure to Volleyball Manawatū, the Sport Integrity Commission or another organisation bound by the Integrity Code.

Definitions of these prohibited behaviours are in the Sports Integrity Commission Prohibited Behaviour Policy.

A prohibited behaviour can be an act or an omission and includes behaviour that happens online or through electronic means.

A person breaches this policy if they engage in, or attempt to engage in, a prohibited behaviour.

A person who breaches this policy may be disciplined under Volleyball Manawatū's rules and the event manual.

What is not a prohibited behaviour

Occasional differences of opinion, conflicts and problems in relationships do not necessarily represent bullying or harassment. Fair management, coaching, managing under-performance, or other legitimate actions in line with Volleyball Manawatū's policies and procedures do not constitute a prohibited behaviour.

Some examples of behaviours that do not constitute abuse, bullying or harassment include:

- one-off or occasional instances of forgetfulness, rudeness or tactlessness
- friendly, occasional banter, light-hearted exchanges, non-sexual mutually acceptable jokes and compliments
- issuing reasonable instructions, in a reasonable way, and expecting them to be carried out
- warning or disciplining someone in line with Volleyball Manawatū's policies and procedures
- insisting on high standards of performance in line with agreed upon expectations
- legitimate feedback about activity/sporting or work performance (not expressed in a hostile, harassing manner)
- expressing opinions that are different from others
- targeted diversity policies or reasonable accommodation and provision of aids for disabled people
- queries reasonably made to determine eligibility to participate in competitive sporting events or activities
- a single incident of low-level unreasonable behaviour.

A behaviour that does not meet the definition of prohibited behaviour set out in this policy may still be inappropriate, harmful, and contrary to the values of Volleyball Manawatū or may constitute a breach of another policy or rule.