

Gay Ottawa Volleyball - Code of Conduct

PREAMBLE

1. Gay Ottawa Volleyball (GOV) is a volunteer, non-profit volleyball league serving the LGBTQ2+ community and its allies in Ottawa and the National Capital Region.

DEFINITIONS

2. The terms below have the following definitions in this Code:
 - a. Individual – Any person, other than a GOV Member, participating in GOV programming and events, such as players and guests.
 - b. Member – A person who is a Member of GOV as defined in GOV bylaws.
 - c. GOV Representative - A GOV Officer, Coordinator, or any person appointed to organize and supervise GOV activities on behalf of the Board.

PURPOSE

3. The purpose of this Code is to ensure GOV spaces are safe, fun, inclusive, and provide a positive atmosphere that supports the health, well-being and resilience of LGBTQ2+ people and their allies.

SCOPE & APPLICATION

4. This Code applies to Members and Individuals participating in GOV programming, tournaments, activities, meetings, events, or communications, including social media.

RESPONSIBILITY

5. All Members and Individuals are responsible for maintaining GOV spaces as safe, fun, and inclusive by demonstrating behaviours that enhance the dignity of all persons, including:
 - a. Treating all persons with respect.
 - b. Affirming the value of LGBTQ2+ persons.
 - c. Safeguarding the physical safety of all persons.
 - d. Respecting facilities, equipment, and the property of others.
 - e. Exhibiting honesty, fair play, and ethical conduct.
 - f. Abiding by the rules of volleyball as outlined in GOV's House Rules, accepting the decisions of referees or other officiating players, and following the instructions of GOV Representatives.

- g. Informing GOV Representatives of safety concerns or inappropriate behaviour.
 - h. Complying with the bylaws, policies, rules and regulations of GOV.
 - i. Adhering to all Canadian federal, provincial and municipal laws.
6. All Members and Individuals are also responsible for refraining from harmful or derogatory conduct directed at any person, including:
- a. Physical threats or abuse.
 - b. Offensive verbal or written comments, or behaviour.
 - c. Unwelcome sexual behaviour, contact or remarks.
 - d. Actions or comments that demean, undermine self-esteem, or diminish the performance of other players, including any form of hazing.
 - e. Discrimination against any person on the basis of sexual orientation, gender identity or expression, sex, age, race, national or ethnic origin, religion, physical characteristics, or economic status.

SANCTIONS

7. GOV Representatives may impose sanctions necessary for the enforcement of this Code. Sanctions will be proportional to the type and severity of the breach and consider any prior breaches by the same person. In determining appropriate sanctions, GOV's primary focus will be ensuring the safety of GOV spaces and the dignity of all persons.
8. Sanctions may include:
- a. Verbal or written warnings.
 - b. Removal from any portion of programming or events.
 - c. Exclusion from programming or events for a specified period, or permanently (non-Members only), upon approval by the Vice-President of GOV.
 - d. Suspension or expulsion of Membership upon approval by the Board of Directors in accordance with GOV bylaws.

ACCOUNTABILITY

9. The Vice-President of GOV is responsible for the enforcement of this Code. GOV Representatives shall inform the Vice-President of breaches and any sanctions imposed. Any Member or Individual subject to any sanction beyond a verbal warning shall receive a written explanation from the Vice-President.
10. The Vice-President shall maintain a record of sanctions imposed beyond verbal warnings and inform the Board of Directors.