



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 participating in GOV programming and events, such as players and guests.
 - b. 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 GOV Representatives and individuals participating in GOV programming, tournaments, activities, meetings, events, or communications, including social media.

Responsibility

5. All 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 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 must 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 warning;
 - b. Written warning;
 - c. Removal from any portion of programming or events for up to one day;
 - d. Exclusion from programming or events for a specified period of more than one day,
 - e. Permanent exclusion from programming or events.

Accountability

9. The Vice-President (Operations) is responsible for the enforcement of this code. GOV Representatives shall inform the Vice-President (Operations) of breaches and any sanctions imposed and seek prior approval before imposing sanctions under 8(d) and 8(e).

Reporting

10. The Vice-President (Operations) shall maintain a record of sanctions imposed under 8(b) through 8 (e) and report such sanctions and other significant incidents to the Board of Directors at least every third month.

Appeal Process

11. An individual has the right to appeal the imposition of any sanction against themselves according to the following process:
 - a. Sanctions imposed by a GOV Representative may be appealed in writing to the Vice-President (Operations) within 7 days of a sanction being imposed. The Vice-President (Operations) must provide a written response within 14 days to that individual.

- b. Decisions or sanctions imposed by the Vice-President (Operations) may be appealed in writing to the President within 7 days of the date of the response being received or the sanction being imposed. The President must respond in writing within 14 days of receiving the appeal.
- c. Decisions of the President may be appealed to the Board of Directors by writing to the Chair of the Board within 7 days of receiving the decision. The Board of Directors must consider and respond to any appeal within 60 days. The Chair of the Board will notify the individual in writing of the final decision within 7 days.



Tim Klodt, Chair of the Board

27 August 2019

Date



James Clemens, Secretary of the Board

27 August 2019

Date