



Athlete Code of Conduct

In accordance with Volleyball NZ regulations all athletes competing in Volleyball NZ competitions or representing NZL should adhere to the following rules and regulations regarding behavior and conduct during trainings, camps, activities events and tours. This includes with all stakeholders.

Representation carries with it great opportunities and commensurate responsibilities and obligations. Volleyball NZ is committed to encouraging athletes to conduct themselves such that they enhance the community they live within and are supported by. This Code has been prepared to provide a framework for athletes within which to act responsibly and with honesty and dignity in the pursuit of athletic development.

Respect

All athletes are obliged to treat coaches and other players in a respectful and dignified way.

1. Respect the rights, dignity and worth of fellow athletes, coaches, officials, volunteers and spectators.
2. Respect the talent, potential and development of fellow athletes and competitors.
3. Care for and respect the equipment provided to you as part of your program and any event.
4. Be fair, considerate and honest in all dealings with others.
5. Be professional in, and accept responsibility for, your actions.
6. Be frank and honest with your coach/manager concerning illness and injury and your ability to train fully within the program or tour requirements.
7. Conduct yourself in a professional manner relating to language, temper and punctuality.
8. Abide by the rules and respect the decision of the official, making any appeals through the

formal process and respecting the final decision.

9. Be honest in your attitude and preparation to training. Work equally as hard for yourself as for your team.

10. Refrain from any form of harassment, bullying or abuse of others.

11. Refrain from any behavior that may bring the sport, Volleyball New Zealand, yourself or your club into disrepute – on and off the court.

12. Be a positive role model at all times.

13. Refrain from use of drugs, alcohol or other banned substances

14. Refrain from Publishing / posting of social media material or other posting that will bring Volleyball NZ, a team or an individual into disrepute.

Athletes should not behave in a way that could be deemed offensive to others.

Misconduct

Every athlete representing Volleyball NZ has a responsibility to conduct themselves in an orderly fashion at trainings, events and tours

Actions deemed as a breach of conduct are as follows:

- Violence, threatening, abusive, obscene, sexist or provocative behaviour, conduct or language.
- Encroachment within the playing area
- Use of drugs, alcohol or other banned substances
- Publishing / posting of material that will bring Volleyball NZ, a team or an individual into disrepute.
- Ruining the safe and enjoyable environment for everyone involved in the activity.

Anti-social Behavior

Any grievance or complaint regarding athlete behavior may include disciplinary outcomes of:

- Individual suspension/expulsion from Volleyball NZ competition.
- Team suspension/expulsion from Volleyball NZ competition.

Anti-Doping

All sporting participants have the right to compete in Clean Sport.

Volleyball NZ supports the mission of Drugfree Sport NZ and WADA in achieving Clean Sport.

Volleyball NZ adopts the Drugfree Sport New Zealand and World Anti-Doping Agency (WADA) position that cheating, including doping, in sport is fundamentally contrary to the spirit of sport, undermining the otherwise positive impact of sport on society.

To this end, Volleyball NZ commits to support Clean Sport in the following ways:

- All athletes are expected to play and train and compete in line with the spirit of sport, including the anti-doping rules.

- All coaches and athlete support personnel are expected to perform their role in line with the spirit of sport, including the anti-doping rules.
- Volleyball NZ is committed to supporting the prevention of doping behaviour in NZ in collaboration with other sporting bodies.
- Employed and associated staff will not condone, assist or in any way support the use of prohibited substances and methods (unless permitted by a Therapeutic Use Exemption) in any aspects of their work.
- All employed and associated staff will be expected to contact Drugfree Sport NZ should they become aware of an athlete or NSO member using or considering the usage of a prohibited substance or prohibited method. This contact should be done in confidence on the dedicated 0800DRUGFREE (378437) line.
- Volleyball NZ will uphold any sanctions placed upon an athlete by Drugfree Sport NZ or other associated body in accordance with the World Anti-Doping Code.

Breaches of this, or any rules/policies referred to in Volleyball NZ own code of practice/conduct will be acted upon accordingly.

Further details about Drugfree Sport NZ and WADA can be found at; <http://drugfreesport.org.nz/> & <https://www.wada-ama.org/>

Athletes may be removed or suspended from a team or squad for breach of the above code at the discretion of Volleyball New Zealand and under the procedures of the VNZ complaints policy.

BETTING INTEGRITY & COMPETITION MANIPULATION

Appendix to VNZ Codes of Conduct

1. PURPOSE

1.1. Acknowledging the danger to sports' integrity from the manipulation of sports competitions, Volleyball New Zealand ("**VNZ**") states its commitment to safeguard the integrity of volleyball, including the protection of clean athletes and competitions.

1.2. VNZ declares its commitment to uphold and protect the integrity of sport, and fight against the manipulation of competitions, by adhering to the standards set out in the International Olympic Committee's ("**IOC**") Olympic Movement Code on the Prevention of the Manipulation of Competitions, and upholding the policies of the Fédération Internationale de Volleyball ("**FIVB**").

1.3. VNZ shall sanction any act(s) which is found to have breached this Appendix in accordance with VNZ's Disciplinary Regulations (in force at the relevant time).

2. BETTING

No participant shall make or receive a bet in relation to any competition they are involved with.

3. INSIDE INFORMATION

3.1. "Inside information" is any information relating to any VNZ competition that a participant possesses by virtue of his/her position in volleyball, excluding any information already published

or common knowledge, easily accessible to interested members of the public or disclosed in accordance with the rules and regulations governing the relevant competition.

3.2. No participant shall use Inside Information for the purposes of Betting, any form of manipulation of VNZ's competitions or any other corrupt purposes, whether by the participant or via another person (or entity).

3.3. No participant shall disclose Inside Information to any person and/or entity, with or without Benefit, where the Participant knew, or should have known, that such disclosure might lead to the information being used for the purposes of Betting, any form of manipulation of VNZ's competitions or any other corrupt purposes.

3.4. No participant shall give and/or receive any benefit for the provision of Inside Information, regardless of whether any Inside Information is actually provided.

4. MATCH-FIXING & COMPETITION MANIPULATION

4.1. A participant must not make any intentional arrangement, act or omission aimed at an improper alteration of the result or the course of a match, in order to remove all or part of the unpredictable nature of the competition.

4.2. For the avoidance of doubt, this includes the failure of a participant to perform to their best efforts, as determined by experts in the sport of volleyball.

5. FAILURE TO REPORT

5.1. A participant must report in accordance with VNZ's Whistleblower Policy, at the first available opportunity, full details of:

5.1.1. any approaches or invitations received by the participant to engage in conduct that could amount to a violation of this Appendix; and

5.1.2. full details of any incident, fact or matter that comes to the attention of the participant (or of which they ought to have been reasonably aware), including breaches that have been committed by another participant, which may be relevant information within this Appendix.

5.2. In the event a participant fails to comply with this obligation, he/she shall be subject to disciplinary action pursuant to these Betting Integrity Regulations.

6. COOPERATION WITH AN INVESTIGATION

6.1. A participant is obliged to cooperate fully with any investigation instigated by VNZ pursuant to this Appendix if requested in writing to do so.

6.2. A Participant's duty to cooperate includes complying with requests for the following types of information:

6.2.1. copies or access to all records relating to the alleged breach (such as without limitation telephone records, bank account, credit card and transaction details, internet and email records, betting account records, computer hard drives and other electronic information storage devices and documents); and/or

6.2.2. a written statement made by the participant setting out in detail all of the facts and circumstances of which they are aware with respect to the alleged breach of these Betting Integrity Regulations.

6.3. If the accused participant(s) fails to cooperate, VNZ's Disciplinary Body shall reach a decision on the case using the evidence in their possession. In addition, the Disciplinary Body may apply such failure as an aggravating factor.

6.4. It shall be an offence to obstruct or delay any investigation in relation to any possible breach of this Appendix by any participant, including (without limitation) concealing, tampering with or destroying any documentation or other information that may be relevant to that investigation and/or that may be evidence of or may lead to the discovery of evidence of conduct which may amount to a breach of this Appendix.

7. OTHER PROHIBITED CONDUCT

7.1. No participant shall solicit, offer, induce, entice, instruct, persuade, encourage, pay for and/or facilitate the breach of this Appendix.

7.2. Any attempt by a participant, or any agreement by a participant with a party outside of the sport, to act in a manner that would be a breach of this Appendix, shall be treated as a breach whether or not such attempt or agreement was in fact successful.

7.3. A participant who authorizes, causes, knowingly assists, encourages, aids, abets, covers up or is otherwise complicit in any acts or omissions of the type described in this Appendix committed by their coach, trainer, manager, agent, family member, guest or other affiliate or associate, shall be treated as having committed such acts or omissions him/herself and shall be liable accordingly.

8. STANDARD OF PROOF

8.1. The standard of proof in all cases brought pursuant to this Appendix is comfortable satisfaction.

8.2. Comfortable satisfaction means that, having heard all the evidence and using their knowledge and experience, the Disciplinary Body believes that the alleged breach has been proven to a standard that is more than on the balance of probabilities (i.e. it is more likely than not – the civil standard) but lower than proof beyond a reasonable doubt (the criminal law standard).

9. DEFENCES

9.1. Where a participant seeks to rely on the existence of a 'compelling justification' to justify or excuse conduct pursuant to this Appendix which might otherwise amount to an offence, the burden shall be on that participant to adduce sufficient credible evidence to prove, on the balance of probabilities, that genuine and powerful reasons exist (or existed) to objectively justify their conduct, taking into account all the relevant circumstances.

9.2. It shall be a valid defence to any offence under this Appendix to prove, on the balance of probabilities, that the alleged offence was committed (and that, where applicable, it was not reported) due to the participant's honest and reasonable belief that there was a serious threat to their life or safety, or to the life or safety of any other person.

10. SANCTIONS

10.1. VNZ has a general right to suspend any individual subject to this Appendix on an interim basis, or take any other such provisional measures as are felt appropriate pending the conclusion of an investigation. Such a decision shall be taken without a hearing.

10.2. At all times VNZ must consider the proportionality of any interim action taken.

10.3. When a participant is subject to provisional measures, VNZ shall use their reasonable endeavors to instigate, manage and conclude any proceedings pursuant to this Appendix as soon as reasonably practicable so as to minimize any potential prejudice to the participant.

10.4. Upon finding a breach(es) of this Appendix to have been proven, the Disciplinary Body shall be entitled to impose such penalties as they think fit. In determining the appropriate sanction, the Disciplinary Body shall be entitled to take account of aggravating and/or mitigating factors.

10.5. If the Disciplinary Body decides to impose a period of suspension, it shall take into account the length of any interim suspension already served by the participant.

11. CONFIDENTIALITY & PUBLICATION

11.1. Save in exceptional circumstances where VNZ (acting reasonably) deems it necessary for the purposes of protecting the integrity of the sport and/or any of its participants (for example in circumstances where there is significant damaging and/or incorrect media speculation), VNZ shall not publicly identify any participant who is being investigated or is alleged to have committed an offence pursuant to this Appendix until he/she has been formally charged, at which point it shall be entitled to publicly announce the name of the participant charged and the offences with which he/she has been charged. Thereafter, VNZ shall not comment publicly on the specific facts of a pending case except in response to public comments made by (or on behalf of) the participant involved in the case or his/her representatives or where otherwise necessary to preserve the public confidence in the ability of VNZ to fight corruption in the sport.

11.2. Without prejudice to any form of privilege available in respect of any such publication, VNZ shall be entitled to publish as it thinks fit and through whatever channel, reports of any proceedings pursuant to this Appendix, or any written decision of the Disciplinary Body (in full or in a redacted form), whether or not it reflects adversely on the character or conduct of any participant. The participant shall be deemed to have provided their full and irrevocable consent to such publication.

12. LIMITATION PERIOD

There shall be no statute of limitations applicable to this Appendix.