



WINNIPEG ICEBERG VOLLEYBALL CLUB

Athlete and Parent Code of Conduct

Policy Owner	Dmytro Kazakov, Club Director
Approved By	Dmytro Kazakov, Club Director
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Review Cycle	Annually, and whenever Volleyball Manitoba requirements change
Status	Approved and adopted

1. Purpose and Scope

Winnipeg Iceberg Volleyball Club (the “Club”) is committed to creating a safe, respectful, inclusive, positive, and development-focused environment for all athletes and parents/guardians.

This Code applies to all Club-related activities, including practices and training sessions, games and tournaments, tryouts and evaluations, team meetings, Club events, travel and accommodation associated with Club activities, and communications with Club representatives – including emails, messaging applications, other electronic communications, and social media or online activity when it relates to the Club or another Club participant. It applies regardless of whether the activity takes place at a Club facility, school, community facility, tournament venue, hotel, or another location.

This Code is a sign-once agreement that remains in effect for the entire duration of an athlete’s participation with the Club, unless amended or replaced by the Club. The companion Staff Code of Conduct sets out the standards that apply to coaches, the Club Director/Administrator, team managers, volunteers, and officials.

2. General Expectations

Athletes and parents/guardians are expected to:

- Treat others with dignity, courtesy, and respect;
- Act honestly and responsibly;
- Follow reasonable instructions from Club officials, coaches, tournament officials, and facility staff;
- Respect teammates, opponents, coaches, referees, volunteers, and spectators;
- Respect Club property, facilities, equipment, and uniforms;
- Follow applicable Club policies and procedures and the rules of volleyball;
- Communicate concerns through appropriate channels;



- Avoid behaviour that could reasonably harm the reputation, safety, or integrity of the Club.

3. Respectful Environment and Inclusion

The Club does not tolerate behaviour that is threatening, abusive, discriminatory, humiliating, intimidating, or otherwise inappropriate, including bullying, harassment, discrimination, threats or intimidation, verbal abuse, physical aggression, hazing, deliberate humiliation, or retaliation against a person who raises a concern in good faith.

Differences between athletes must not be used as a reason for exclusion, humiliation, harassment, or unfair treatment. The Club will address concerns in accordance with its Complaint Resolution Policy.

4. Communication

Club-related communication should be respectful, professional, and appropriate to the age of the athletes. Concerns should be communicated through the appropriate Club channels rather than through public arguments, social media posts, or confrontational communication. Parents/guardians and athletes are expected to allow coaches to perform their coaching responsibilities without unnecessary interference.

5. Social Media and Electronic Communication

Athletes and parents/guardians must not use social media, messaging platforms, email, or other electronic communication to bully or harass another person, make threats, share private or confidential Club information without authorization, publish humiliating or inappropriate content about another participant, impersonate Club representatives, make knowingly false statements about another person, or distribute photographs, videos, or recordings of other participants inappropriately.

The Club encourages athletes and parents/guardians to think carefully before posting or sharing content involving teammates, coaches, opponents, officials, or Club activities.

PART I – ATHLETE CODE OF CONDUCT

6. Athlete Responsibilities

Every Winnipeg Iceberg Volleyball Club athlete is expected to:

- Attend practices, games, tournaments, and team activities on time;
- Come prepared and appropriately equipped;
- Give reasonable effort during training and competition;
- Listen to and follow coaching instructions;
- Treat teammates and opponents respectfully;
- Respect referees and other officials;



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- Accept coaching and constructive feedback;
 - Take responsibility for their actions;
 - Care for Club and facility property;
 - Support teammates;
 - Communicate honestly with coaches;
 - Ask for help when experiencing a problem or concern.

7. Sportsmanship

Athletes must demonstrate good sportsmanship at all times and must not argue aggressively with referees or officials, intentionally insult opponents, mock or humiliate another player, deliberately damage equipment or facilities, encourage teammates to behave improperly, or leave the team area or facility without appropriate permission when supervision is required.

Winning is important, but respectful behaviour and athlete development are fundamental priorities of the Club.

8. Attendance and Punctuality

Athletes are expected to attend all scheduled Club activities. If an athlete cannot attend a practice, game, or tournament, the athlete and/or parent/guardian should notify the coach or designated team representative as soon as reasonably possible. Repeated unexplained absences or lateness may be addressed by the coach and/or Club.

9. Teamwork

Athletes are expected to contribute positively to the team, including encouraging teammates, respecting different skill levels, celebrating team achievements, helping maintain a positive training environment, avoiding gossip, exclusion, and unnecessary conflict, and supporting teammates who make mistakes. Mistakes are a normal part of learning and development.

10. Equipment, Facilities, and Personal Devices

Athletes must treat volleyball equipment, uniforms, gymnasiums, locker rooms, hotels, transportation, and other facilities with care. Intentional damage may result in the athlete and/or parent/guardian being responsible for reasonable repair or replacement costs, where permitted by law.

Athletes may be required to keep phones and other personal electronic devices away during practices, games, team meetings, or other activities when directed by a coach or Club representative. Electronic devices must not be used to record, photograph, or share another person without appropriate permission where privacy or safety concerns apply.

PART II – PARENT / GUARDIAN CODE OF CONDUCT

11. Parent / Guardian Role

Parents and guardians play an important role in creating a positive youth sport environment and are expected to support their athlete, encourage effort, learning, teamwork, and sportsmanship, respect coaches and Club volunteers, respect referees and tournament officials, follow Club policies, communicate concerns appropriately, allow coaches to coach, and avoid placing inappropriate pressure on athletes.

12. Sideline and Spectator Behaviour

Parents/guardians must behave respectfully at practices, games, and tournaments and are expected to encourage family members and other guests attending in support of their athlete to do the same. This includes not yelling instructions at athletes during play in a disruptive manner, insulting or criticizing players, coaches, officials, or opponents, challenging referees aggressively, entering restricted playing or team areas without permission, creating conflicts with other spectators, using threatening, abusive, or offensive language, or encouraging unsportsmanlike behaviour.

Parents/guardians are encouraged to support the team through positive encouragement rather than directing technical or tactical instructions to players.

13. Communication with Coaches

Parents/guardians should communicate with coaches respectfully and at an appropriate time, and should not attempt to discuss a significant concern with a coach immediately before, during, or immediately after a game or practice if doing so would interfere with the coach's responsibilities. Where appropriate, the parent/guardian should request a separate conversation. Parents/guardians must not use aggressive, threatening, insulting, or abusive communication toward coaches or Club representatives.

14. Team Selection and Playing Time

Parents/guardians must respect the Club's coaching and team-selection processes. The Club does not guarantee equal playing time in every match, a particular position, a starting position, selection for a particular team, or selection based solely on previous performance or experience.

Coaches are responsible for making decisions regarding lineups, positions, playing time, substitutions, and other competitive matters within applicable Club and governing-body rules. Consistent with Volleyball Manitoba's current complaint process, concerns regarding team selection, playing time, lineups, positions, substitutions, and other Club-level coaching decisions are generally addressed through the Club's internal processes. Concerns regarding team selection should be raised through the Club's Complaint Resolution Policy rather than through confrontation with coaches or athletes.

15. Transportation and Travel

Parents/guardians are responsible for ensuring that their athlete arrives at and is picked up from Club activities as required. For tournaments or travel activities, parents/guardians must follow the Club's transportation, accommodation, supervision, and communication requirements. Athletes must not be left without appropriate supervision where supervision is required.

16. Parent / Guardian Conduct Toward Athletes

Parents/guardians must not place unreasonable pressure on an athlete regarding winning, playing time, statistics, team selection, performance, or comparison with teammates. Parents/guardians should provide encouragement and emotional support and allow coaches to provide technical and tactical instruction.

PART III – SAFETY, CONDUCT AND DISCIPLINE

17. Safety

All participants have a responsibility to contribute to a safe environment. Any person who becomes aware of a serious safety concern should report it to a Club representative, or the Club's Complaint Liaison, as soon as reasonably possible. Where required, the Club may involve parents/guardians, emergency services, governing organizations, or other appropriate authorities.

Allegations of maltreatment or other matters that are required to be reported through Volleyball Manitoba's Safe Sport process must not be assessed, mediated, investigated, or decided internally by the Club. Such matters will be directed or referred to Volleyball Manitoba's Independent Third Party (ITP Sport) or another appropriate authority, consistent with the Club's Complaint Resolution Policy.

18. Prohibited Conduct

The following conduct may result in disciplinary action:

- Bullying or harassment;
 - Discrimination;
 - Threats, violence, or physical aggression;
 - Abuse or hazing;
 - Deliberate property damage;
 - Serious or repeated unsportsmanlike conduct;
 - Knowingly making a false complaint or deliberately providing materially false information in a complaint process;
 - Retaliation against a person who raises a concern;
 - Serious breaches of confidentiality;
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- Repeated violation of Club policies;
- Conduct that materially harms the safety, integrity, or reputation of the Club.

19. Disciplinary Measures

Where a breach of this Code occurs, the Club may take reasonable corrective or disciplinary action, which may include a verbal or written warning, a meeting with the athlete and/or parent/guardian, educational or corrective measures, a behaviour improvement plan, temporary removal from an activity, suspension from practices or competitions, restriction from Club activities, removal from a team, termination of Club participation, or referral to Volleyball Manitoba or another appropriate organization. The Club will consider the nature and seriousness of the conduct, the circumstances, the individual's age, previous conduct, and other relevant factors.

The Club may immediately remove a person from a Club activity where their behaviour presents a significant risk to the safety or well-being of participants or materially disrupts the activity. Immediate removal is a temporary safety measure and does not necessarily constitute a final disciplinary decision.

20. Complaints and Discipline

Concerns about violations of this Code should be handled in accordance with the Club's Complaint Resolution Policy, including the role of the Club's designated Complaint Liaison. Where appropriate and within the Club's internal complaint process, the Club may conduct a review or investigation before determining whether disciplinary action is warranted.

Nothing in this Code prevents a person from reporting a matter to law enforcement, child protection authorities, Volleyball Manitoba/ITP Sport, or another appropriate organization where required or appropriate.



21. Acknowledgement

By participating in Winnipeg Iceberg Volleyball Club activities, each athlete and parent/guardian acknowledges that they have read, understood, and agree to comply with this Code of Conduct. Because athletes are minors, a parent or legal guardian must also sign below on the athlete's behalf.

Failure to comply with this Code may result in corrective or disciplinary action.

Athlete Name _____ **Date** _____

Athlete Signature _____

Parent / Guardian Name _____ **Date** _____

Parent / Guardian Signature _____

Winnipeg Iceberg Volleyball Club

Winnipeg, Manitoba, Canada

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