



2024-25 USA Volleyball Code of Conduct

Applies to: USA Volleyball Employees, USA Volleyball Members, USA Volleyball Board of Directors, Officers, and Committee Members, USA Volleyball Contractors, officials, volunteers, and task force members (the “USAV Organization”). All such members of the USAV Organization should become familiar with the rules and standards of this Code.

Purpose: USA Volleyball (“USAV”) and its Regional Volleyball Associations (“Regions”) encourage participation and the pursuit of excellence in all facets of volleyball. USAV and the Regions grant the privilege of membership to individuals committed to this same pursuit. The privilege of membership may, therefore, be withdrawn or denied by USAV and/or the Regions at any time where USAV and/or the Regions determine that an individual of the USAV Organization or prospective individual conduct is contrary to the best interests of the sport and those who participate in it.

In order to assist all within the USAV Organization in serving the best interests of volleyball, and to create an environment that is supportive, inclusive, positive and appropriate, USAV and its Regions have adopted this Code of Conduct. As a condition of membership, each prospective individual of the USAV Organization is required to acknowledge and adhere to this Code of Conduct.

Legal Compliance: USAV requires that all members of the USAV Organization follow the Code of Conduct and abide by all applicable USAV/Region policies and procedures; United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act; and foreign law as applicable. If a member of the USAV Organization should ever encounter a conflict of law, such as a conflict between United States and foreign law or have any questions about the legality of any action, contact USAV General Counsel for further information and guidance.

Expectations: It is expected that all members of the USAV Organization shall be responsible for his/her/their own behavior and for reading, understanding, and abiding by all applicable policies, including those of USAV and its Regions, as well as the competitions and events in which he/she/they participate. All USAV Organization members shall respect and abide by all other rules, policies, and procedures of USAV and its Regions, and of the facilities and accommodations in which he/she/they train, lives at and/or uses.

THE FOLLOWING SHALL BE CONSIDERED VIOLATIONS OF THE USAV CODE OF CONDUCT:

Violation of any anti-doping policies, protocols or procedures as defined by the International

Olympic Committee (IOC; www.olympic.org), World Anti-Doping Agency (WADA; www.wada-ama.org), Federation Internationale de Volleyball (FIVB; www.fivb.org), US Anti-Doping Agency (USADA; www.usada.org) or the United States Olympic & Paralympic Committee (USOPC; www.teamusa.org). Violations of this provision will be adjudicated only by USADA or the proper anti-doping authority, not USAV.

Violation of SafeSport rules, policies and procedures promulgated by the U.S. Center for SafeSport (<https://uscenterforsafesport.org>), including the SafeSport Code and/or Minor Athlete Abuse Prevention Policies ("MAAPP"), as they may be amended from time to time.

Failing to comply with the USOPC Sports Betting Policy, the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, as applicable, and failing to commit to promote sport free from manipulation, corrupt conduct, or using or disclosing inside information for any purpose.

Failing to comply with laws of the state and/or country in which I am training, traveling, or competing, including, but not limited to, laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors.

Discrimination in violation of the Amateur Sports Act which requires that USAV must provide an equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in the sport of volleyball. Members must be allowed to participate and compete to the fullest extent allowed by USAV and Region rules. Discrimination against any member on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability, or any other status protected by federal, state or local law, where applicable, is prohibited.

Possession, consumption, sale or distribution of alcohol, tobacco, vaping devices or e-cigarettes, marijuana, illegal drugs, or controlled substances, if such possession, consumption, or distribution is illegal or in violation of USAV or Region policy.

USAV policy prohibits the possession, consumption, sale or distribution of alcohol, tobacco, vaping devices, or e-cigarettes by anyone registered as a junior volleyball player at the event venue of any USAV/Region sanctioned junior event.

Use of a recognized identification card by anyone other than the individual described on the card. Physical damage to a facility or theft of items from a room, dormitory, residence, or other person. (Restitution will be part of any penalty imposed.)

Possession of fireworks, ammunition, firearms, or other weapons or any item or material which by commonly accepted practices and principles would be a hazard or harmful to other persons at USAV/RVA sanctioned events.

Any action considered to be an offense under Federal, State, or local law ordinances.

Violation of the specific policies, regulations, and/or procedures of the USAV, Region, United States Olympic and Paralympic Committee ("USOPC") or the facility used in conjunction with a sanctioned event. It is the responsibility of the individual to be familiar with applicable specific policies, regulations, and procedures.

Violation of the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the International Paralympic Committee ("IPC") Code of Ethics.

Conduct which is inappropriate as determined by comparison to normally accepted behavior.

Taking any action that assists an individual or former individual of the USAV Organization with

obtaining a new job (except for the routine transmission of administrative and personnel files) if it is known that the individual or former individual of the USAV Organization violated the policies or procedures of the U.S. Center for SafeSport ("Center") or if the individual or former individual of the USAV Organization was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the Center.

Physical or verbal intimidation of any individual.

Any act of fraud, deception, or dishonesty in connection with any USAV related activity.

Actions that will be detrimental to USAV or the Region.

Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any personnel associated with a USAV or Region sanctioned event including but not limited to event staff, match officials, arbitrators, ticketing personnel, etc.

To act in such a manner, either through behavior or policies, as to threaten an athlete's amateur status or Region, USAV, school and/or collegiate eligibility.

Failure to abide by applicable USAV and/or region transfer policies

Failure to abide by USAV Championship Manual policies.

Drug Testing:

By signing this Code of Conduct, I understand and agree that the FIVB Anti-Doping Rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the FIVB, WADA, USADA, and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the FIVB and/or my national federation, if applicable or referred by USADA."

Reporting:

Alleged violations of the USAV Code of Conduct and/or Region-specific codes of conduct may be reported to the Region Office (<https://usavolleyball.org/membership/#regionmap>) where the individual or prospective individual of the USAV Organization is located, or to the USAV National Office (legal@usav.org) if relevant to the individual or prospective individual. Alleged violations that are potentially criminal in nature should also be reported to local law enforcement.

Anti-Retaliation:

USAV and its Regions do not tolerate any acts of retaliation against any one who reports an alleged violation of the USAV Code of Conduct and/or Region specific codes of conduct. The Ted Stevens Olympic and Amateur Sports Act defines retaliation to mean ". . . any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by the protected individual or a parent or legal guardian of the protected

individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with: (A) the Center; (B) a coach, trainer, manager, administrator, or official associated with the corporation; (C) the Attorney General; (D) a Federal or State law enforcement authority; (E) the Equal Employment Opportunity Commission; or (F) Congress. This same definition of retaliation applies to all individuals or prospective individuals of the USAV Organization. For more information about USAV's Whistleblower Policy visit <https://usavolleyball.org/wp-content/uploads/2023/03/2024-2025-USAV-Whistleblower-and-Anti-Retaliation-Policy-8.7.24.pdf>

Investigation and Resolution:

USAV and its Regions takes its obligation to investigate potential violations of the Code seriously. All properly filed complaints regarding the violation of the Code will be investigated in accordance with the USAV or Region procedures as published and available on USAV's or each Region's website. www.usavolleyball.org.

Specific to the Olympic and Paralympic Movement: In no event shall USAV deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and the USAV Complaint Procedures.

Resources:

USAV Organization members may contact USAV with specific questions about the USAV Code of Conduct by contacting codeofconduct@usav.org. Team USA Athlete members also may contact the Team USA Athletes' Commission Representative or any athlete board member.

Specific to the Olympic and Paralympic Movement:

Team USA athletes may contact the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other NGB athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes), are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their NGB to understand additional resources and options available to them.

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

Individuals who wish to report concerns related to this Code of Conduct as it relates to involvement in the Olympic and Paralympic Movement may also submit a report using the USOPC Integrity

Portal. The Integrity Portal allows individuals to submit concerns to the USOPC confidentially and/or anonymously. Reports may be made online or by telephone.

Website: usopc.ethicspoint.com

Hotline: 877-404-9935

Please reach out to the USA Volleyball Membership department at membership@usav.org with any questions about completing this form or your membership.

By acknowledging this document, I acknowledge having reviewed and understood the USA Volleyball Code of Conduct. I agree and consent to abide by the USA Volleyball Code of Conduct and any and all Region-specific codes of conduct. I understand that if I violate the USA Volleyball Code of Conduct and/or any Region-specific codes of conduct, I might be subject to disciplinary action in accordance with USAV and/or a Region.

✓ I have read and agree to the USAV Code of Conduct.

Digitally signed on Sep 3, 2024 at 7:19 AM MDT