## Harassment Incident Response – Officials & Staff (HIROS)

There is ZERO TOLERANCE for any level of harassment towards our officials, tournament staff, players, coaches and spectators. We are participating in the USA Volleyball Harassment Incident Response — Officials & Staff (HIROS) Initiative. HIROS is specific to harassment that takes place at an event in the form of intentional physical contact (e.g. pushing, shoving, hiring) or hate speech that has to do with the slander of someone's racial, ethnic, or gender origin. The initiative's aim is to empower tournament staff to confidently respond and report incidents of harassment, in real-time. Please immediately report any kind of harassment encountered on-site to our officials, arbitrators, or tournament staff. Any confirmed use of hate speech or physical violence at an event will result in removal for the remainder of the event.