



Disciplinary Policy

Date Approved: September 24, 2019

President: Dave Bellehumeur

Executive Director: Patrick Johnston

Risk Management/Legal Counsel: Donna Clark

1. Purpose

The purpose of this policy is to recognize the duty of London Volleyball Club ("LVC") to ensure that all participants in LVC behave in an appropriate manner in keeping with our Code of Conduct and coaching practices as outlined by the Ontario Volleyball Association ("OVA"), Volleyball Canada ("VC") and the National Coaching Certification Program (NCCP).

2. Definitions

- a. LVC: London Volleyball Club.
- b. Board: The duly appointed board members of LVC.
- c. Committee – Any authorized and recognized committee of LVC.
- d. Participants – Any person directly or indirectly involved in an approved activity in the capacity of competitor, observer, athlete, coach, assistant coach, practice volunteer, trainer, manager, parent, official, spectator, employee, Committee Member or Association Member or any other person present or involved in the activity.

3. Recognition of Duty of Care

- a. LVC recognizes that it has a duty of care to its participants to ensure that all participants in LVC behave in an appropriate manner while engaged in activities concerning LVC.

4. All participants must adhere to the LVC Code of Conduct

5. All coaches, participants, parents and volunteers are to sign off on the Code of Conduct at the beginning of each season.

- 6.** Any violation of the Code of Conduct or any other rules as instituted by the OVA or VC may result in a complaint being brought before the Conflict Resolution Committee ("CRC"). Complaints may be initiated in writing by any individual.
- 7.** The CRC shall be comprised of the President of LVC, the Executive Director ("ED") of LVC, [Legal Counsel/Risk Management] and up to three (3) more members of the Board and/or volunteers. All complaints shall be reviewed by both the President and ED unless a conflict of interest exists. If both the President and the ED are the subject of the complaint, it shall be reviewed by Legal Counsel/Risk Management.
- 8.** If the complaint is determined to have merit, a hearing panel will be created of at least three (3) and no more than seven (7) members of the CRC. Any member of the CRC with a conflict of interest shall declare the conflict and not participate in the hearing.
- 9.** Anyone brought before the CRC or its hearing panel shall be advised, in writing, regarding the nature of the complaint against them, possible consequences and the CRC shall set a mutually convenient time to hold the hearing.
- 10.** The CRC shall present the complaint and evidence at a Disciplinary Hearing and shall allow the participant to respond fully to any and all complaints.
- 11.** The hearing panel shall then make a ruling within 48 hours and advise the participant in writing of the outcome.
- 12.** All decisions of the hearing panel and the CRC are final and not subject to appeal. The CRC will report any hearings and decisions to the Board on a no names basis. All complaints, evidence and outcomes of the CRC shall be kept confidential unless disclosure is required by law.
- 13.** The CRC reserves the right to suspend or remove any participant from their role with LVC including players.