

OFFICIAL'S CODE OF ETHICAL AND PROFESSIONAL CONDUCT

IVA has adopted a set of standards for behavior on the part of its members, and those standards are detailed in the Code of Ethical and Professional Conduct. Become familiar with the code and be sure you understand these general principles:

- Officials are free from bias, are impartial and render neutral decisions.
- Officials avoid a conflict of interest or situations that may create the perception that there is a conflict of interest.
- Officials treat other officials with dignity and respect.
- Officials always seek self-improvement.
- Officials do not condone or participate in activities that unfairly limit access to participants based on age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status.
- Officials do not fraternize with coaches, players, spectators, event administrators, or other participants.
- Officials do not exploit or misuse their power for personal gain, to give unfair advantage to certain individuals, or harm other officials' careers and opportunities.
- Officials do not engage in sexual harassment.
- Officials do not use illegal substances of any kind.
- Officials do not engage in physical, verbal, or emotional harassment, or abusive words or actions.
- Officials represent themselves and the IVA in a responsible and professional manner at all times be it actions, mechanics, conversations, and/or responsibilities.

GUIDELINES FOR USAV OFFICIALS' ETHICAL AND PROFESSIONAL CONDUCT

INTRODUCTION

The primary role as a referee or scorekeeper is to assure equal opportunity and fair play for all participants. The official serves as an arbitrator who controls the tone of the match by demonstrating an impartial attitude and creating a positive environment for competition. Officials must strive to provide judgments that are within the spirit and intent of the rules, maintain the quality of the competitive experience, and protect the health and welfare of each participant within the authority of the rules that govern play. An official's decisions are free from bias and are based on a thorough knowledge of the rules and officiating techniques of volleyball.

PRINCIPLE I - COMPETENCE

It is the official's responsibility to have a complete understanding of the rules, strategy, skills, and mechanics of the sport. This knowledge gives officials the foundation to operate within a flexible range of standards appropriate to the available playing facilities and to the age and skill level of the athletes. It is imperative that officials remain current and meet the qualifications and standards pertinent to my rating by fulfilling the requirements of the IVA region and USA Volleyball (*USA Volleyball Official Guide Book*, Section 6).

Standards

1.1 Clinic Attendance

There is never an excuse for not knowing the most current rule changes, interpretations, and officiating techniques. Such information can be obtained at yearly IVA official rule clinics. It is the officials' responsibility to attend the nearest clinic and locate resources that provide the knowledge they need to perform their duties.

1.2 Rating/Training

The rating and training of each official is done by the CODP Volleyball Officials Academy. Each official must attend a CODP Academy to become trained and rated (at a designated rating tournament). The official's rating is good for a three year period of time. Every 3 years, the rated official must attend the Academy for further training and/or rating or updated rating. If officials do not attend the CODP VB Officials Academy and become rated, they will be considered grassroots officials only and will receive the lowest rate of pay per match.

1.3 Punctuality

Officials are punctual for their assignments and insist on that conduct from all participants. Officials comply with the pre-match time requirements established by the host. If no pre-match time standards exist, officials need to be in uniform at least 30 minutes prior to the start of the match in order to inspect facilities, conduct a captains meeting, oversee warm-up procedures, and brief the officiating crew.

1.4 Uniforms and Equipment

Officials always wear the proper uniform. The uniform is clean and pressed with no signs of excessive wear. Wearing the proper uniform shows pride in officiating and contributes to the professional image of all officials. Obtaining the necessary equipment (for example, whistle, stopwatch, sanction cards, and so on) and all components of the uniform is the financial responsibility of all officials.

PRINCIPLE II - INTEGRITY

Officials seek to promote integrity in their profession. Officials are honest, fair, and respect of others. In describing or reporting their qualifications, services, or fees, they do not make statements that are false, misleading, or deceptive. Officials strive to be aware of their own belief system, values, needs, and limitations and the effects of these on their work. They uphold professional standards of conduct and accept responsibility for their behavior. Officials are concerned about the ethical and professional conduct of their colleagues. When appropriate, they consult with colleagues in order to prevent or avoid unethical conduct. Officials voluntarily observe a high level of professional conduct not because they fear penalties, but because they possess moral character.

Standards

2.1 Impartiality

Officials are free of obligations to any interest other than the impartial and fair judging of competition. Decisions that are influenced by personal bias are dishonest and unacceptable.

2.2 Undue Influence

Officials avoid any circumstances that may create or imply undue influence in their duties. If ever confronted with an attempted bribe or made aware of an attempted bribe of any other official, official immediately notify the authorities governing the event in addition to the person in charge of officials for the event.

2.3 Language

Officials do not use abusive or foul language when they are in the competitive facility, nor do officials use abusive or foul language towards any participant whether or no they are in the competitive facility.

2.4 Gambling

Officials do not gamble on sporting events in which they may have a direct or indirect involvement. Under no circumstances do officials gamble on events involving participants who are under age 12.

2.5 Alcohol, Tobacco, and Drugs

The use of illegal drugs is strictly prohibited. Officials do not use drugs immediately prior to or during the performance of their duties. Neither do they tolerate the use of alcohol or drugs by other participants immediately prior to or during the event. Because officials are role models, they refrain from using alcohol or tobacco inappropriately in places where they are likely to encounter former, current, or future participants of events in which they officiate.

2.6 Honoring Commitments

When officials accept assignments or contracts to officiate, they do not cancel those commitments in order to accept other commitments that pay more money or have more prestige. Only honest, legitimate reasons or emergencies cause officials to cancel commitments, and these are the reasons officials provide to the contracting entity when they

2.7 Representation of Qualifications

Officials do not make false or misleading statements about their qualifications, ratings, credentials, professional affiliations, experience, training, or competence. It is a violation of this code to conceal any criminal background that may affect the qualifications of officials to work in certain competitive environments. A USAV background check must be completed and passed before assignments can occur.

2.8 Solicitation

Officials inform hiring entities of their availability, interest, and qualifications and provide further information to those entities if requested. Officials do not market, publicize, or promote their services, nor do they solicit or initiate assignments or contracts.

2.9 Contractual Agreements

Where there is an established or existing agreement, officials do not undermine other officiating groups or individuals by initiating an offer of alternatives such as lower fees, paying one's own transportation and expenses, or providing a different set of services. However, if hiring entities initiate requests for such information, officials are free to respond as appropriate.

2.10 Professional Courtesy

Officials have an obligation to treat other officials with professional dignity and courtesy and recognize that it is inappropriate to criticize other officials publicly. During competition, officials never display disgust or disapproval with the decisions of other officials no matter how much they may disagree. When officials are spectators, they remember that they may be recognized from other events and must refrain from rendering opinions or judgments of the work performed by other officials.

2.11 Financial Obligations

Officials meet financial obligations related to their duties as an official. All dues, fees, and debts owed to officials' professional organizations, sport-related entities, or other officials are to be paid in a timely fashion.

PRINCIPLE III - RESPECT FOR INDIVIDUAL DIGNITY

Officials respect the fundamental rights, dignity, and worth of all participants. They are aware of cultural, individual, and role differences, including those due to age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status. Officials try to eliminate biases on those factors and not allow them to affect their work. They do not knowingly participate in nor condone unfair discriminatory practices.

Standards

3.1 Non-Discrimination

Officials do not knowingly participate in actions designed to unfairly limit or restrain access to officiating, officiating assignments, or organizational membership. This includes selection for leadership positions based upon age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status. Officials do not accept assignments or contracts to work in events that unfairly limit or restrain access to participants based on age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status.

3.2 Individual Beliefs

Officials recognize that their personal beliefs may differ from the beliefs of other participants based on differences such as age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status. Officials do not impose their personal beliefs on others.

PRINCIPLE IV - PROFESSIONAL RELATIONSHIPS

Officials seek to contribute to the welfare of those whom they interact on a professional basis. In practicing their profession, officials consider the welfare and rights of athletes, coaches, colleagues, and other participants. When conflicts occur among officials' obligations or concerns, they attempt to resolve these conflicts and perform their roles in a responsible fashion that avoids or minimizes harm. Officials are sensitive to differences in power between themselves and the others, and do not exploit or mislead other people during or after professional relationships.

Standards

4.1 Conflict of Interest

Officials recognize that any circumstances leading to a conflict of interest, whether real or apparent, must be avoided. Such circumstances include gifts, favors, special treatment, privileges, employment, or personal relationship with a team, school, club, or individual associated with a team. Officials avoid anything that might compromise the perceived impartiality of officiating.

4.2 Fraternalization

Fraternalization in the competitive environment is unnecessary, is frequently misinterpreted, and brings discredit to the profession. Therefore, officials do not fraternize with coaches, players, spectators, event administrators, or other participants once an official gets into the protocol of the match. Officials interact with all participants in a cordial, courteous, and professional manner regardless of prior acquaintance.

4.3 Differences In Power

It is important that officials recognize the difference in power they have over others in the competitive environment. They do not let personal feelings affect their use of power by rendering biased judgments and giving unfair advantage to one competitor over another. There are also differences in power when officials can affect other officials by serving in roles such as assignors, raters, trainer, clinicians, supervisors, or officers of officials' associations. Officials in such positions do not exploit or misuse their power for personal gain, to give unfair advantage to certain individuals, or harm other officials' careers and opportunities.

4.4 Sexual Conduct

Officials do not engage in sexual harassment, which is defined as sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature. Such behavior constitutes sexual harassment if the actions are: 1) unwelcome, offensive, or create a hostile environment; or 2) sufficiently severe or intense to be abusive to a reasonable person in the context. Sexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts. Officials report all suspected cases of sexual harassment, abuse or assault to law enforcement as required by law.

4.5 Forms of Abuse

Officials do not engage in physical, verbal, or emotional harassment, abusive, inappropriate words or actions, or exploitive coercion. They do not engage in behavior that is harassing, abusive, inappropriate, or demeaning towards participants in the competitive environment based on factors such as the participants' age, gender, race, national origin, religion, sexual orientation, disability, language, and socioeconomic status. In the course of performing their duties, officials respond affirmatively to reports of harassment or abuse and initiate appropriate intervention on behalf of the participant who is the target of harassment or abuse.

4.6 Dual Relationships

Officials avoid dual relationships that can impair professional judgment, compromise the integrity of the profession, create the perception of officiating bias, or result in an unfair advantage for one competitor over another. They do not accept assignments or contracts when they have had prior association with one or more competitors or with the competitors sponsoring entities. Officials do not knowingly accept assignments or contracts when they know that one or more participants could potentially evoke biased judgments or the perception of biased judgments because of a current or past relationship (for example, a family member, sexual partner, person who is dating the official, or someone who is commonly known as a personal friend of the official.)

PRINCIPLE V – CONFIDENTIALITY

Officials respect the integrity and protect the welfare of all participants. They safeguard information about participants that has been obtained in the performance of their officiating duties. Such information includes performance reviews, statistics, and any personal confidences. When publicly referring to past officiating experiences that are not flattering or complimentary, officials thoroughly disguise the identity of participants. The only exception to maintaining confidentiality is to intervene on behalf of a participant when there are legal issues involved or there is evidence of physical or psychological harm.

Standard

5.1 Furnishing Information

While serving in an officiating capacity, officials do not furnish information to clubs, teams, or individual participants pertaining to any other club, team, or individual participant. In addition, officials do not serve in an advisory capacity to any entity to evaluate the abilities of prospective athletes who might ultimately play in an entity for which the advisory officials perform their duties. Officials do not advise or furnish information to professional teams as to their evaluation of the specific abilities of any athlete.

5.2 Interaction With the Media

Officials do not give interviews to the news media, television, or radio regarding the performance of their officiating duties. They do not publicly express their personal opinions, evaluations, or observations regarding competition that they have officiated.

PRINCIPLE VI – RESOLVING ETHICAL AND PROFESSIONAL ISSUES

This IVA Officials Code of Ethical, and Professional Conduct is administered under the authority of the IVA / USAV. Violation of this Code subjects officials to the IVA due process procedure established by the IVA Board of Trustees and its regional officiating committee. These processes are provided in the event of disciplinary action against a member for violation of this Code, or the IVA / USAV Code of Conduct.

Standards

6.1 Knowledge of the Code

It is the obligation of officials to be knowledgeable about this Code, other applicable ethics codes, and their application to the IVA/USAV. Lack of awareness or misunderstanding of an ethical or professional standard is not in itself a defense to a charge of unethical or unprofessional conduct. When officials are uncertain whether a particular situation or course of action would violate this Code, they consult with those who are knowledgeable about such issues in order to choose a proper response. The IVA officials' chair shall make all judgments on such matters that may arise from time to time.

6.2 Ethical Conflicts

If the demands of an organization with which officials are affiliated conflict with this Code, officials clarify the nature of the conflict and make known their commitment to the Code. To the extent that is feasible, officials seek to resolve the conflict in a way that permits the fullest adherence to this Code.

6.3 Informal Resolution of Code Violations

When officials believe that there may have been violations of this Code by another official, they attempt to resolve the issue by bringing it to the attention of that individual if an informal resolution appears to be appropriate. Informal resolutions must not interfere with the rights of any other individuals who may have been involved.

6.4 Reporting Code Violations

Officials can take further action if an apparent violation of this Code is not appropriate for informal resolution as described in **Standard 6.3**, or if an attempt at informal resolution does not resolve the situation properly. Further action might include referral to the Officials Region Chair, Regional Commissioner, or the IVA Ethics and Eligibility chair. Officials must cooperate in investigations, proceedings, and resulting requirements regarding unethical or unprofessional conduct. Failure to cooperate is itself a violation of this Code. Reporting violations of this Code must not interfere with the rights of any other individuals who may have been involved (see IVA due process procedure).

All adult members of the IVA / USAV are required to a background check every two years. Failure to comply will result in a denied membership.

Upon confirmation of the existence of a criminal record which violates the standards established in the Code of Ethical and Professional Conduct, the IVA Ethics Committee will suspend the membership of the official with the criminal record and allow the official a period of time in which to provide the background screening company with any reasons why all membership privileges in the organization should not be terminated.

6.5 Improper Complaints

Officials do not file or encourage the filing of complaints that are frivolous and are intended to harm the respondent rather than to promote ethical and professional conduct.

PRINCIPLE VII – PROCESS RELATING TO CODE VIOLATIONS

Officials acknowledge that this Code is administered under the authority of the IVA / USAV. Officials acknowledge that a violation of this Code subjects them to the processes required in the event of disciplinary action by the IVA / USAV. IVA officials and the Chair committee acknowledge that all violations of this Code will be reviewed for possible disciplinary action.

Procedures

7.1 Ethics Committees

To address complaints filed in regard to violations of this Code, the IVA officials Chair will make the first ruling.

7.2 Filing Complaints

Complaints regarding violations of this Code are filed in writing. Complaints may be filed from any source, and should contain as much information as possible to allow the officials Chair to effectively investigate, including, if known, the official or member being charged with a violation (“the Respondent”), the date(s) and place(s) of the violation, the violation alleged, and any witness to the violation. The complaint is filed with the officials Chair, who shall immediately comply with IVA due process, officials Chair to the IVA Regional Commissioner and respondent.

7.3 Disciplinary Actions

If the official Chair finds that the respondent was not in violation of this Code, no disciplinary action is taken. If the official Chair finds the respondent was in violation of this Code, He/She will make a ruling within five days, with actions such as, but not limited to:

- Sending a letter of reprimand.
- Issuing a fine.
- Suspending the membership of the respondent for a specified period of time.
- Upon request, advising officiating supervisors, advisors, and/or other organizations that the respondent has been found in violation of this Code.
- Expelling the respondent from the local board.
- Any other disciplinary action that is considered appropriate by the IVA / USAV officials committee.

The Chair of the Ethics Committee provides a written report as to the committee’s decision and action, if any, to the Respondent, the complainant, and the Professional Association of Volleyball Officials executive director. The executive director shall maintain all such reports in a confidential file, for the benefit of only the National Ethics Committee, and no one else. Unless unusual circumstances are involved the entire process should be completed within sixty days from the date the complaint is first received.

7.5 Appeal Process

- See Due Process Procedure IVA Handbook

Process Relating to Violation of Code

I acknowledge that this Ethics Code is administered under the authority of USA volleyball or other responsible organizations and that a violation of this code subjects me to the processes of USA Volleyball or other such organizations required to be provided in the event of disciplinary action.

DATED this ____ day of _____, 20__.

By: _____

Intermountain Volleyball Association
2595A West Custer Road
Salt Lake City, Ut 84104
(801) 534-1933