Victoria Diving Society Code of Conduct

VERSION 1.0

In addition to this code of conduct all members of the Victoria Diving Society (athletes, parents, coaches, and staff) must abide by the Diving/Plongeon Canada and BC Diving Conduct policies.

Respect, Integrity and Transparency:

- All members—athletes, parents, coaches, and staff—must maintain respect toward one another. Everyone deserves to be treated with fairness and dignity, free from bullying, harassment, or discrimination.
- Integrity in both training and competition is essential. Unsportsmanlike behavior, dishonesty, or any form of cheating is unacceptable.
- Communication among all members must be respectful, positive, and transparent.

Safety and Well-being:

- The safety and well-being of all club members are top priorities. Members must follow safety protocols at all times and use equipment and facilities responsibly.
- Coaches and staff have the duty to provide a safe training environment, and members must adhere to their instructions to ensure safety.

UCCMS and BC Diving Code of Conduct Compliance:

- The diving club follows the **Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS)**, the **Diving/Plongeon Canada Code of Conduct policy**, and the **BC Diving Code of Conduct policy** to protect members from all forms of maltreatment, abuse, and inappropriate behavior.
- Any form of harassment, abuse, or discrimination—whether physical, emotional, or psychological—will be handled according to UCCMS guidelines.
- All members are encouraged to report any incidents of misconduct or maltreatment following the grievance process. This ensures that the club maintains a safe and inclusive environment where everyone feels heard and respected.

Conduct in Competition and Training:

- Fair play and sportsmanship are expected during all training sessions and competitions. Aggressive or disrespectful behavior toward others will not be tolerated.
- Athletes are expected to train diligently and follow their coaches' instructions to progress safely.
- Parents and spectators should be supportive, avoiding interference with coaching or officiating.

Grievance Process:

1. **Direct Communication**:
   - If a member (athlete, parent, or coach) has a concern or conflict, they are encouraged to address it through direct, respectful communication with the individual(s) involved. This allows for resolution at the lowest level and promotes mutual understanding.
2. **Escalation to Coaches**:
   - If the issue cannot be resolved through direct communication, the matter should be escalated to the **head coach**. Coaches are responsible for mediating conflicts between members, resolving disputes, and ensuring that the club's values are upheld.
3. **Involvement of Club Leadership**:
   - If the concern remains unresolved after involving the coach, it should be brought to the attention of **club leadership** (e.g., the club president or board of directors). The leadership team will review the situation and work with all parties to find a fair resolution.
4. **Reporting to Safe Sport**:
   - For serious issues, including any form of maltreatment, abuse, or violation of the **UCCMS**, the matter should be escalated through **Safe Sport**. Safe Sport ensures that all participants in sport have access to a safe and supportive environment.
   - Safe Sport will investigate and address concerns involving potential violations of the UCCMS. Reporting to Safe Sport should occur when internal resolution is insufficient or when the safety of members is at risk or when it is not possible to involve the coaches or the club leadership due to confidentiality or conflict of interest situations.

This grievance process ensures that concerns are addressed promptly and fairly, beginning with direct communication, and escalating through the appropriate channels when necessary. All members involved in a grievance process are expected to act in good faith and try to resolve any issues in a timely manner. The grievance process also underscores the importance of Safe Sport in handling serious issues related to maltreatment or abuse.