



## ALASKA VOLLEYBALL REGION (AVR) ASSOCIATION

### Anti-Discrimination Policy

AVR strives to create an environment that is free from discrimination or exclusion based on race, sexual orientation, gender identity, religious affiliations, or other personal attributes. We also seek to end bullying, cyber-bullying, hazing, harassment, and offensive conduct in all forms. These are actions that are not consummate with our organizational philosophy, nor with the culture we will create in our region.

Our region will comply with all anti-discrimination laws outlined by local, regional, and/or federal law.

#### **AVR Employees**

AVR outlines an extensive anti-discrimination and anti-harassment policy in the AVR Employee Handbook. All AVR employees are bound by these policies.

#### **AVR Members & Event Participants**

Any participant at a AVR event should immediately report any discriminatory behavior to the PSVA staff member on site. The USAV Code of Conduct, the USAV/PSVA Parent & Spectator Code of Conduct, and all other applicable policies will be enforced. Any member found to be engaged in discriminatory behavior may be subject to sanction by the region and/or USA Volleyball. Such behavior may also be grounds for temporary or permanent revocation of your privileges to attend AVR/USAV sanctioned events.