



## ALASKA VOLLEYBALL REGION (AVR) ASSOCIATION

### Anti-Harassment Policy

#### **For Members**

USA Volleyball and the Regional Volleyball Associations policies prohibiting misconduct shall be the same as the applicable policies of the USA Center for SafeSport

It is the policy of USA Volleyball and the Regional Volleyball Associations that there shall be no form of harassment directed at any participant by any coach, official, director, employee, parent, volunteer independent contractor, support staff, or other participant.

The full harassment policy applicable to members of Alaska Volleyball Region and can be found in the USA Volleyball (USAV) SafeSport website <https://usavolleyball.org/safesport/>

Further information can be found in the SafeSport Code for the USOP Movement (Article IX, Section D.5). <https://uscenterforsafesport.org/response-and-resolution/safesport-code/>

#### **For Employees**

Alaska Volleyball Region is committed to providing a work environment that is free of harassment. In furtherance of this commitment, Alaska Volleyball Region prohibits all forms of unlawful harassment, which include harassment on the basis of race religion, color, sex, sexual orientation, gender identity, national origin, age and another protected status, in accordance with the requirements of all applicable federal, state and local laws.

Alaska Volleyball Region's policy against harassment applies to all employees of the Association, including levels of management. The Association prohibits managers, supervisors and employees from harassing co-workers as well as the Association's customers vendors, supplier, independent contractors and other doing business with the Association

In addition, The Association prohibits its customers, vendors, supplier, independent contractors and others doing business with the Association from harassing our employee's. Violation of this policy will subject and employee to disciplinary action, up to and including termination.