

NPower Aurora Volleyball Academy

Code of Conduct & Ethics

2026-2027 Season | Approved August 13, 2026

Application

- NPower Aurora Inc., operating as NPower Aurora Volleyball Academy (“NPower” or the “Club”) requires respectful, safe, lawful and inclusive conduct by athletes, parents, spectators, coaches, directors, staff, volunteers, contractors and guests in person, during travel, online and outside Club activity where conduct materially harms safety, trust or the Club environment.

Core Duties

- Follow law, facility rules, competition rules, Club policies and governing-body requirements; protect dignity, safety and fair play; act honestly and avoid retaliation.
- Prohibited conduct includes abuse, grooming, maltreatment, harassment, discrimination, bullying, threats, violence, hazing, sexual misconduct, boundary violations, coercion, retaliation, dangerous conduct, property damage, cheating, bribery and knowingly false representations.
- No person may possess or use illegal drugs, provide alcohol/cannabis/tobacco to minors, misuse medication or engage in doping contrary to applicable rules.

Power and Boundaries

- Persons in Authority must recognize power imbalances, use open and observable environments, avoid private or secret communications with minors, avoid one-adult/one-minor isolation where reasonably possible, and never enter a sexual or intimate relationship with an athlete over whom they hold authority.
- Appropriate skill instruction or emergency assistance must be limited, explained where practicable and respectful.

Reporting and Cooperation

- Safety concerns must be reported through appropriate channels. Mandatory legal reporting cannot be delegated to the Club. Individuals must cooperate honestly with lawful safety and discipline processes while respecting confidentiality.

Enforcement

- Potential breaches are addressed under the Discipline, Complaints & Internal Appeals Policy or the process of the body with jurisdiction. Immediate event removal may occur for safety without determining final discipline.

Legal and Governing-Body Priority

- This Policy must be interpreted consistently with applicable federal and British Columbia law and the current bylaws, policies, rules, sanctions and directives of Volleyball BC and Volleyball Canada. If there is a conflict, the higher legal or governing-body requirement prevails to the extent of the conflict.
- Nothing in this Policy waives or limits a right or remedy that cannot lawfully be waived. NPower may amend this Policy when reasonably necessary for safety, legal compliance, insurance or governing-body requirements, with notice where practicable.

Administration

- Policy owner: Club Directors. Questions and notices: npoweraurora@gmail.com. Records will be handled under NPower's Privacy Policy. This Policy is reviewed at least annually and after a material incident or governing-rule change.
- Approved by the Directors/Owners of NPower Aurora Inc. on August 13, 2026. Effective: September 1, 2026. Version: 1.0. Next review: August 2027.