

Committee Name	Code of Conduct & Ethics
Mandate	The role of this committee is to assist Volleyball Manitoba (VM) in maintaining and enforcing its Code of Conduct & Ethics and to help the association in operating within the highest standards of public trust and confidence.
Key Duties	<ul style="list-style-type: none"> • Responsible for outlining desired conduct and ethical principles and practices based on the values of Volleyball Manitoba, Volleyball Canada and Sport Manitoba, as presented within the association's 'Code of Conduct & Ethics Policy'. • Address and deal with Code of Conduct and Ethical matters or complaints in accordance with the VM 'Discipline & Complaints' and 'Dispute Resolution' policies. • Advise the VM Board on issues concerning all aspects of ethics in sport where these have a bearing on the work of the association. • Serve as the 'VM Screening Committee', dealing with situations when relevant offenses are revealed in accordance with the 'VM Screening Policy'. • Propose to the Board possible changes to the way in which VM promotes and enforces ethics in sport through its various programs. • Liaise with other program committees on matters pertaining to Conduct & Ethics. • Consult, as needed, with Sport Law & Strategy Group or other outside legal counsel on complex issues • Perform such additional tasks as may be assigned to the Committee by the Board or the Executive Director.
Composition	The committee shall be composed of the Chairperson plus 2-3 volunteer members (at least one of which is a VM Board member). Preferable for members to be perceived as neutral and not affiliated to any specific clubs. Staff Liaison: Executive Director, Manager of Communications & Special Events (Screening Committee)
Terms	Chair and Members of the Committee will serve terms of one year, and such term may be renewed to a maximum of six consecutive terms.
Authority	The Committee will make recommendations for input from the membership and approval of the Board of Directors. The committee can form working groups whenever necessary to facilitate the committee's work. The committee's plans (annual, quadrennial, etc) and the annual budget must be approved by the Executive Director.
Appointment	With the exception of staff, the Board of Directors shall appoint the chairperson and the chairperson shall nominate all other committee members to be approved by the Board. Nominations from the volleyball community should be solicited. When approving the committee membership, the Board will consider the ability and experience of the candidate as well as the diverse nature of Volleyball Manitoba's membership, including gender and geographic location.
Meetings	The committee shall meet 1-2 times per year in person and as required by conference call, along with communications through email. Meetings will be called by the Chairperson or Executive Director.
Resources	The Committee will receive the necessary resources from Volleyball Manitoba, within budgetary limitations, to fulfill its mandate.
Reporting	The Committee Chair will provide a written report to the Board of Directors one week prior to each Board meeting. Recommendations may also be forwarded to the Executive Committee as required. The Committee will also provide a written report if applicable to the membership at the Annual General Meeting.
Approval	These Terms of Reference were approved by the Board of Directors of Volleyball Manitoba on November 21, 2017.
By-Laws	The provisions of sections 11.05 – 11.08 and 12 of the By-Laws will also apply.
Review	The Committee and the Board of Directors will review these terms periodically and at minimum annually at the first meeting following the Annual General Meeting, and will make changes if warranted.