

| Committee Name | Code of Conduct & Ethics |
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| Mandate | The Code of Conduct & Ethics Committee supports Volleyball Manitoba (VM) in upholding and enforcing its Code of Conduct & Ethics. The committee ensures the association operates with integrity, accountability, and in alignment with the highest standards of public trust and ethical sport practices. |
| Key Responsibilities | <ul style="list-style-type: none"> • Define and promote expected standards of conduct and ethical principles based on the values of Volleyball Manitoba, Volleyball Canada, and Sport Manitoba, as outlined in VM's <i>Code of Conduct & Ethics Policy</i>. • Review and address Code of Conduct and ethics-related concerns or complaints in accordance with VM's <i>Discipline & Complaints</i> and <i>Dispute Resolution</i> policies. • Provide advice and recommendations to the Board on ethical matters and emerging issues that may impact the organization. • Working with ITP Sport addressing cases where relevant offenses are identified as per the <i>VM Screening Policy</i>. • Recommend updates or improvements to VM's ethical policies and procedures to strengthen integrity and accountability within all programs. • Collaborate with other VM committees and programs on issues related to conduct and ethics. • Seek external expertise (e.g., Sport Law & Strategy Group or other legal counsel) for guidance on complex or sensitive matters. • Undertake additional tasks as assigned by the Board of Directors or Executive Director. |
| Composition | <p>The committee shall consist of:</p> <ul style="list-style-type: none"> • A Chairperson and 2–3 volunteer members, at least one of whom must be a VM Board member. <p>Members should be recognized as impartial and not closely affiliated with any specific volleyball club. Staff Liaison: Executive Director</p> |
| Terms | The Chair and Committee Members will serve one-year terms, renewable up to six consecutive terms. |
| Authority | The Committee reports to the Board of Directors and provides recommendations for approval. The Committee may form working groups to support specific projects or investigations as needed. |
| Appointment | <ul style="list-style-type: none"> • The Board of Directors appoints the Committee Chair. • The Chair will nominate other committee members for Executive Director approval. • Nominations from the broader volleyball community are encouraged. |



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| | <ul style="list-style-type: none"> When selecting members, the Board will consider candidates' experience, expertise, and the need for diversity in gender, background, and geographic representation across Manitoba. |
| Meetings | <ul style="list-style-type: none"> Meetings will be held as required, typically conducted virtually, with additional communication via email. Meetings may be called by the Chairperson or the Executive Director. |
| Resources | Volleyball Manitoba will provide the Committee with the necessary resources and administrative support to carry out its work, within approved budget limits. |
| Reporting | The Committee Chair will submit a written report to the Board of Directors at least one week prior to each Board meeting. Recommendations may also be forwarded to the Executive Committee as needed. |
| Approval & Review | These Terms of Reference were approved by the Volleyball Manitoba Board of Directors in November 2025. They will be reviewed annually—at minimum during the first meeting following the Annual General Meeting—and updated as required. |