



COLUMBIA EMPIRE VOLLEYBALL ASSOCIATION

Harassment Policy

For Members

USA Volleyball and the Regional Volleyball Association's policies prohibiting misconduct shall be the same as the applicable policies of the US 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 CEVA can be found in the USAV Safesport Handbook. Further information can be found in the USOPC Safesport Code (Article IX, Section D-5). Both documents are available on CEVA's website – www.cevaregion.org/Safesport. The language in this policy is pulled directly from the USAV Safesport Handbook (2019-2020 Season) and will be updated as appropriate upon publication of new documentation.

For CEVA Employees

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

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

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

The full text of this policy is available in the CEVA Employee Handbook, which may be examined upon written request to the CEVA Executive Director. The request must be made in good faith, and must describe with reasonable particularity the purpose of the request.