



LONDON VOLLEYBALL ASSOCIATION

ETHICS POLICY

The purpose of this ethics policy is to develop and maintain a culture of openness, trust and integrity in all London Volleyball Association's (LVA) practises. Effective ethics is a 'team effort' involving the participation and support of every LVA officer, volunteer and other organisations we work alongside to deliver LVA's projects and programmes.

The LVA is committed to protecting the Association, its officers, participants, members, volunteers, partners and suppliers from illegal or damaging actions by individuals or groups working for or with the LVA, either knowingly, or unknowingly. The LVA will not tolerate any wrongdoing or impropriety at any time. It will take the appropriate measures and act quickly where the 'ethical code' is broken.

Policy

The London Volleyball Association's Officers' and Volunteers' commitment to:

- Ensuring Integrity underpins all the LVA's activities
- Recognise that the main function of the LVA is, always, to serve the best interests of its current and future members, and to do this with respect, integrity, concern, courtesy and responsiveness
- Disclosing any conflicts of interests regarding their position with the LVA
- Engage in carrying out the LVA's mission in a professional manner and in line with the LVA's core values.
- To have an open-door policy and welcome suggestions and concerns from all
- Treat everyone fairly, have mutual respect, promote a team environment and avoid the intent and appearance of unethical or compromising practises
- Respect the structure and responsibilities of management, provide them with facts and advice as a basis for decision and policy making, and uphold and implement decisions and policies adopted by management
- Demonstrate the highest standards of personal integrity, truthfulness and honesty in all activities in order to inspire confidence and trust in all activities, both internally and externally
- Respect and protect privileged information to which they have access, in the course of their official duties
- Conduct themselves, at all times with professional competence, fairness and impartiality
- Hold paramount the safety, health and welfare of the Volleyball membership, participants and the public in the performance of duties.
- To collaborate with and support others in carrying out the LVA's mission.
- Keep the volleyball membership informed about issues affecting them.

Governance and Review

Should an officer, participant, member, volunteer or partner organisation be in any doubt about a relevant course of action, require clarification on a particular issue, or want to report a potential breach of the LVA's ethical code, they should report directly to the Secretary or Chair. The topic/issue will then be dealt with as quickly and efficiently as possible and guided by the LVA's policies and procedures, mission and values.

This policy will be reviewed annually by the Executive Committee to ensure that it remains relevant, both internally with all officers, members and volunteers and externally regarding changing social and moral attitudes and business best practise.

Revision History

23 Apr 20: Version 0.1