

G.O.V.L. Conduct Policy
Updated April 27, 2023
Effective September 1, 2023

All persons associated with the Greek Orthodox Volleyball League (hereinafter referred to as "G.O.V.L.") are required to avoid "conduct detrimental to the integrity of and public confidence in the G.O.V.L." This requirement applies to players, coaches, all other team personnel, spectators, game officials and all others privileged to be a part of the G.O.V.L.

It is well understood that rules promoting lawful, ethical, and responsible conduct serve the interests of the G.O.V.L., its players, and supporters. Irresponsible conduct does more than simply tarnish the offender. It puts innocent people at risk, sullies the reputation of others involved in the game, and undermines public respect and support for the G.O.V.L.

Standard of Conduct:

Persons who engage in unacceptable actions will be subject to discipline, including potential suspension or expulsion from the G.O.V.L. depending on the severity of the action. The standard of conduct for people directly involved in the G.O.V.L. is considerably higher. It is not enough simply to avoid being found out. Instead, as an active participant of the G.O.V.L. or spectator, you are held to a higher standard and expected to conduct yourself in a way that is responsible, promotes the values upon which the G.O.V.L. is based, and is acceptable.

Persons who fail to live up to this standard of conduct are subject to discipline. Discipline may be imposed in any of the following circumstances:

- Actions including, but not limited to, the use or threat of violence; or other forms of verbal abuse or threats; theft and/or destruction of property and actions which can be deemed as fraudulent.
- Violent or threatening behavior on church property.
- Conduct that imposes inherent danger to the safety and well-being of another person.
- Conduct that undermines or puts at risk the integrity and reputation of the G.O.V.L. or G.O.V.L. players.
- There is a Zero Tolerance Policy regarding infractions of any rules.

Clergy Assistance:

Apart from any disciplinary action, persons found to have engaged in conduct prohibited under this policy generally will be required to meet with that community's priest and undergo discussions. Based on the results of that meeting, the person may be encouraged or required to participate in continued discussions or other action deemed appropriate by the community's priest. The advice provided and any resulting discussions are designed to provide support and are not considered discipline; however, the failure to comply with this portion of the Policy shall itself constitute a separate and independent basis for discipline.

Discipline:

Upon learning of conduct that may give rise to discipline, the G.O.V.L. may initiate an investigation to include interviews and information gathering from witnesses or other relevant individuals. On matters involving G.O.V.L. players, the League will timely advise the community priest and/or the parish president of the investigation and outcome. If appropriate, the individual might also have the opportunity to address the conduct at issue. Upon conclusion of the investigation, the Coordinators, with the support and approval of the Office of Youth and Young Adult Ministries for the Direct Archdiocesan District Office, will have full authority to impose discipline as warranted.

Discipline may take the form of a warning, suspension or banishment from the G.O.V.L. depending on the severity of the action. The form of discipline shall take into consideration all the facts and circumstances, including the nature of the incident, the actual or threatened risk to the participant and others, any prior or additional misconduct (historical misappropriations) and other relevant factors.

Unless the available facts clearly indicate egregious circumstances, significant bodily harm or risk to others or an immediate and substantial risk to the integrity and reputation of the G.O.V.L., a first offense generally will not result in discipline until there has been a disposition of the proceeding (or until the investigation is complete in the case of misconduct).

With respect to repeat offenders, the Coordinators, with the support and approval of the Office of Youth and Young Adult Ministries for the Direct Archdiocesan District Office, may impose discipline on an enhanced and/or expedited basis. In such cases, the timing and nature of the discipline will be determined by the Coordinators, the League Directors: with the support and approval of the Office of Youth and Young Adult Ministries for the Direct Archdiocesan District Office, based on several factors including but not limited to: the severity of the initial charge and later charge; the facts underlying the later charge; the length of time between the initial offense and later charge; and the player or employee's compliance with pastoral counseling and other programs. Following a full investigation and/or resolution of the proceedings, the Coordinators, with the support and approval of the Office of Youth and Young Adult Ministries for the Direct Archdiocesan District Office, will review the matter and make any appropriate adjustments.

Reinstatement:

Any person suspended indefinitely or for at least one year may seek reinstatement beginning one month prior to the one-year anniversary of the suspension. As part of his consideration of the application for reinstatement from a player, the Coordinators, with the support and approval of the Office of Youth and Young Adult Ministries for the Direct Archdiocesan District Office, will seek the views of the G.O.V.L. Board Members.

Other Provisions:

- Covered Persons – This policy applies to all players under the G.O.V.L.; all coaches; all game officials; all audiences of all G.O.V.L.-related entities.
- “Probationary Period” – Persons found to have violated this policy may be placed on a period of probation as determined by the Coordinators, with the support and approval of the Office of Youth and Young Adult Ministries for the Direct Archdiocesan District Office. During such a period, restrictions on certain activities, limitations on participation in G.O.V.L.-related activities, or other conditions may be imposed.
- Reporting of Incidents – The G.O.V.L. must be advised promptly of any incident that may be a violation of this policy, and particularly when any conduct results in an arrest or removal from church grounds. Coaches, Players, Spectators must report any such incident to the Site Coordinator, which must then report it to the League Directors, the Coordinators and the League Sponsor. Failure to report an incident will constitute conduct detrimental and will be taken into consideration in making disciplinary determination under this policy. Teams are also required to report incidents that come to their attention.
- Assistance – Coaches, Players and Spectators are encouraged to consult with the Church Representative or the Site Coordinators to obtain additional information that will help in avoiding misconduct that may result in discipline.
- Decision – Final decisions will be made by the League Coordinators. with the support and approval of the Office of Youth and Young Adult Ministries for the Direct Archdiocesan District Office.