Heidelberg Volleyball Club
Culture and Values Policy

1. Introduction and Purpose

Heidelberg Volleyball Club (HVC) is a community-focused volleyball club based in Melbourne's northern suburbs. We are committed to fostering a positive, inclusive, safe, and family-friendly environment where players of all ages and abilities can develop their skills, build lasting friendships, and enjoy the sport of volleyball.

This Culture and Values Policy outlines the core principles that define our club's identity. It applies to all members, including players (juniors and seniors/State League), parents/guardians, coaches, officials, volunteers, and spectators. It builds on our existing Code of Conduct and aligns with our Gold Medal Good Sports accreditation, which recognizes our leadership in creating healthy, safe, and inclusive sporting environments.

The policy promotes:

- Skill development in a fun, engaging, and social setting.

- Pathways from junior development to competitive State League and beyond.

- Respect, teamwork, and personal growth.

- Compliance with Volleyball Victoria and Good Sports standards.

2. Our Club Culture

HVC's culture is defined by **fun, inclusivity, hard work, community, and excellence**:

- **Fun and Engaging**: We prioritize enjoyment and social connection, especially in our Junior Development Program (ages ~8–18), where fundamental skills are taught in a supportive, game-like environment. Adult programs and social games welcome beginners and experienced players alike.

- **Inclusive and Family-Friendly**: We support gender-inclusive participation and celebrate diversity. As a Gold Medal Good Sports club, we maintain strong policies on alcohol, drugs, mental health, safe transport, and supporting juniors to ensure everyone feels welcome.

- **Hard Work and Growth**: We encourage commitment, effort, and continuous improvement. Our coaches emphasize technical skills, tactics, communication, leadership, and resilience. Many juniors progress to State League, Victorian state teams, and even Australian representation.

- **Community and Teamwork**: Strong emphasis on communication ("mine!"), supporting teammates, positive attitudes, and building friendships both on and off the court. We value respectful interactions with opponents, officials, and the broader volleyball community.

- **Excellence with Sportsmanship**: We celebrate achievements (e.g., premierships, MVP awards, Coach of the Year) while upholding fair play, respect in victory and defeat, and ethical behaviour.

3. Core Values

- **Respect**: For teammates, coaches, opponents, officials, parents, and the sport itself.

- **Inclusion and Safety**: Zero tolerance for bullying, harassment, discrimination, or unsafe behaviour. We create a welcoming space for all.

- **Commitment and Effort**: Attend sessions prepared, give your best, and take responsibility for your actions.

- **Positive Attitude and Sportsmanship***: Encourage others, maintain composure, and model good behaviour.

- **Teamwork and Communication**: Work together, support one another, and prioritize collective success.

- **Health and Wellbeing**: Promote physical and mental health, aligned with Good Sports principles (e.g., responsible alcohol practices, anti-drug stance, safe environments).

4. Expected Behaviours (Code of Conduct Summary)

This policy incorporates and reinforces our existing Code of Conduct.

****For Players**:**

- Treat everyone with respect and courtesy.

- Follow coach instructions and display good sportsmanship.

- Attend sessions on time, participate fully, and maintain a positive attitude.

- Prioritize safety and report issues promptly.

- Avoid verbal/physical abuse, bullying, or harassment.

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****For Parents/Guardians and Spectators**:**

- Support your child and the team positively without coaching from the sidelines or criticizing others.

- Communicate concerns respectfully through proper channels.

- Model good sportsmanship and refrain from disruptive behavior.

- Encourage effort, realistic goals, and enjoyment of the sport.

****For Coaches and Volunteers**:**

- Create positive, developmental environments balancing fun and hard work.

- Act as role models and mentors.

- Prioritize player safety, wellbeing, and fair treatment.

All members must adhere to club rules, Volleyball Victoria regulations, and venue policies.

5. Disciplinary and Grievance Procedures

Breaches of this policy may result in verbal/written warnings, suspension, or expulsion, depending on severity. We follow a fair investigation process with confidentiality and appeal rights, as detailed in our Disciplinary and Grievance Policy. Aggressive, abusive, or discriminatory behaviour is strictly prohibited.

6. Implementation and Review

- All new members/parents must review and sign the relevant Code of Conduct.

- Coaches and committee members will promote these values in training, games, and communications.

- The policy will be reviewed annually or as needed by the club committee, with input from members.

- Contact: For questions, email relevant coordinators (e.g., juniors@heidelbergvolleyballclub.com.au, stateleague@heidelbergvolleyballclub.com.au) or the President.

****Adopted by Heidelberg Volleyball Club Committee****