

## Vancouver Ultimate League Society

### Staff/Board Participation Policy

Updated - November 6, 2024

Office staff, seasonal staff, volunteers and members of the VULS Board of Directors are all eligible to participate in any age-appropriate VULS programs, including Leagues, Tournaments, Camps, Clinics.

However, while participating (not working as a staff or volunteer) in a VULS program Staff/Board members are required to not wear any Staff/Board specific apparel. This includes items such as:

- Instructor/Coach Shirts
- Anything that would identify someone as a VULS Board of Director or Paid/Volunteer Staff

In addition, while participating in a VULS program, Staff/Board members are required to act as any other participant would, and not use their position within the VULS to influence any decisions or results that may occur during the course of the program other than providing clarification about misunderstanding of rules or policies. This includes referring to their position within the VULS to elevate their influence on a decision or result.

If someone requests a Staff/Board member who is participating to intervene in a situation as a Board/Staff member, they must decline that request and refer the requester to the appropriate procedures.

The exception to this is in an emergency situation where Staff/Board members are expected to act within their capacity and ability to ensure the safety of everyone involved.

In relation to this, the VULS expects all of its members to respect the free-time of its Board/Staff members when they are participating in one of our programs and treat them as any other participant and not expect them to respond to questions or complaints about the VULS while on the field.