

Harassment Incident Response – Officials & Staff (HIROS)

Sample Wording

Morning / PA Announcements

(Insert Region Name) holds ZERO TOLERANCE for any level of harassment towards our officials, tournament staff, players, coaches and spectators. Please immediately report any kind of harassment encountered on-site to our officials or tournament staff.

Team Letter

USA Volleyball and *(Insert Region Name)* sanctioned events enforce a ZERO TOLERANCE policy aimed to protect our officials, tournament staff, players, coaches and event spectators from any kind of harassment encountered during an event. Please report anything you encounter or witness to our championship desk staff, nearest official or event arbitrator IMMEDIATELY so we can perform a timely investigation and take appropriate action.

Tournament Manual

(Insert event name here) holds ZERO TOLERANCE for any level of harassment towards our officials, tournament staff, players, coaches and spectators. The Harassment Incident Response – Officials & Staff (HIROS) Initiative was created as a response to the prevalent and increasing numbers of harassment incidents making headlines in sport. In partnership with USA Volleyball, we have adopted a zero tolerance approach to this initiative at all qualifiers and national championships. The initiative's aim is to empower tournament staff to confidently respond and report incidents of harassment, **in real-time**, regarding hate speech directed toward an individual's ethnicity, gender, sexual orientation, disability and / or physical violence. Please immediately report any kind of harassment encountered on-site to our officials or tournament staff.

Coaches Meeting (pre-event talking points)

There is ZERO TOLERANCE for any level of harassment towards our officials, tournament staff, players, coaches and spectators. At this event, we are utilizing the USA Volleyball and *(Insert Region Name)* Harassment Incident Response – Officials & Staff (HIROS) Initiative. HIROS is specific to harassment that takes place at an event in the form of intentional physical contact (e.g. pushing, shoving, hitting) or hate speech that has to do with the slander of someone's racial, ethnic, or gender origin. The initiative's aim is to empower tournament staff to confidently respond and report incidents of harassment, **in real-time**. Please immediately report any kind of harassment encountered on-site to our officials or tournament staff.

Parents Meeting (talking points)

There is ZERO TOLERANCE for any level of harassment towards our officials, tournament staff, players, coaches and spectators. We are participating in the USA Volleyball Harassment Incident Response – Officials & Staff (HIROS) Initiative. HIROS is specific to harassment that takes place at an event in the form of intentional physical contact (e.g. pushing, shoving, hitting) or hate speech that has to do with the slander of someone's racial, ethnic, or gender origin. The initiative's aim is to empower tournament staff to confidently respond and report incidents of harassment, **in real-time**. Please immediately report any kind of harassment encountered on-site to our officials or tournament staff. Any confirmed use of hate speech or physical violence at an event will result in removal for the remainder of the event.