



FIVB 2025 - CODE OF CONDUCT FOR TEAMS

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1. Introduction

The “**PLAYER/TEAM OFFICIAL**” duly registered in VIS, by voluntarily signing the relevant O2-bis form, jointly undertakes with his/her respective National Volleyball Federation (“**NF**”) the obligations under this Code of Conduct (the “**Code of Conduct**”).

The NF and the PLAYER/TEAM OFFICIAL individually understand, acknowledge and agree to the following:

- 1.1 The PLAYER/TEAM OFFICIAL joins the NF’s and the FIVB and Volleyball World’s aim to develop Volleyball as a major world media and entertainment sport through world class planning and organisation of FIVB Competitions, including the FIVB Volleyball Nations League, FIVB Volleyball Challenger Cup, FIVB Volleyball World Championship, FIVB Club World Championship etc. (hereinafter referred to as the “**EVENT**”), marketing and promotional activities in accordance with the FIVB Constitution, Disciplinary Regulations, Medical and Anti-Doping Regulations, other FIVB Regulations and decisions, the FIVB Event Regulations and EVENT’s Competition Regulations, the EVENT’s Playbook, the Official Volleyball Rules, and any FIVB Letter of Participation or Hosting Agreement (all in their latest version, jointly referred to as the “**FIVB Regulatory Framework**”). In case of discrepancy between this Code of Conduct and the FIVB Regulatory Framework, the latter shall prevail.
- 1.2 The PLAYER/TEAM OFFICIAL acknowledges that he/she has access to and is aware of the FIVB Regulatory Framework through the respective National Federation and the FIVB website: <https://www.fivb.com/inside-fivb/legal/constitution-and-regulations/>.
- 1.3 The PLAYER/TEAM OFFICIAL shall keep his/her personal profile and contact details completed and constantly up to date in both ADAMS (“Anti-Doping Administration and Management System”) and in the FIVB database through the Volleyball Information System (VIS) and on the National Team Contact Details Form as defined in EVENT’s Competition Regulations.
- 1.4 Upon signing the relevant O2-bis form, the PLAYER/TEAM OFFICIAL agrees with this Code of Conduct in its integrality as well as to participate in the EVENT, to work with the FIVB and Volleyball World for the enhancement of Volleyball, as well as to exert his/her rights respecting the FIVB and Volleyball World and its Licensees in accordance with the terms of this Code of Conduct and acknowledges that he/she has read and commits to comply with the FIVB Regulatory Framework, particularly but not limited to the rules governing his/her participation at the EVENT as provided herein.
- 1.5 In this Code of Conduct, references to one gender (e.g. he) include the other gender as well (e.g. she).
- 1.6 As per the EVENT’s Competition Regulations, in case of breach of any regulations and instructions set within this Code of Conduct, the PLAYER/TEAM OFFICIAL/NF may be sanctioned according to the details outlined below in this document without prejudice to any other sanctions which may be applicable under the FIVB Regulatory Framework.
- 1.7 Please refer to the Consent Forms to be individually signed by each PLAYER attached to this Code of Conduct as ANNEX 1 – CONSENT TO THE PROCESSING OF PERSONAL DATA IN

CONTEXT WITH THE ANTI-DOPING CONTROL PROCESS and ANNEX 2 - CONSENT TO THE PROCESSING OF MEDICAL DATA FOR SCIENTIFIC PURPOSES.

2. Entry Regulations

2.1 Eligibility

- 2.1.1 The PLAYER acknowledges that he/she is registered to play for the national team that he/she is eligible to compete with as he/she has both the nationality of the territory of the national team registering him/her and the National Federation that is registering the PLAYER is his/her Federation of Origin as determined by his/her first registration in Volleyball in accordance with Article 2.4 of the FIVB Sports Regulations.

2.2 Anti-doping & Prevention of the Competition Manipulation courses

- 2.2.1 The PLAYER/TEAM OFFICIAL acknowledges:
- 2.2.1.a The obligation to participate in education and certification programmes established by the FIVB, such as:
- For PLAYERS only: the FIVB online Anti-Doping education program [Play Clean](#);
 - For PLAYERS and TEAM OFFICIALS: the FIVB online [E-Learning Course on the Prevention of Competition Manipulation](#).
- 2.2.1.b The PLAYER/TEAM OFFICIAL must obtain the corresponding Certificates prior to the EVENT and submit them to the FIVB by the deadlines outlined in the EVENT's Competition Regulations.
- 2.2.1.c The PLAYER must present an annual Medical Certificate (M-3 Form) certifying that he/she is in good health and able to participate in the EVENT and assumes total responsibility for any health problems that he/she might face during the EVENT and acknowledges the risk of injuries due to the game itself.
- 2.2.1.d All Players and Team Officials are required to complete the Safeguarding E-Learning Course, available at the [FIVB E-learning platform](#) and which provides everyone participating in FIVB competitions with comprehensive knowledge on their right to safe sporting environments, free from harassment and abuse.

2.3 Team Uniform

- 2.3.1 The PLAYER/TEAM OFFICIAL acknowledges and confirms that at the EVENT he/she has only the right to use or wear accessories and uniforms which have been

previously approved by the FIVB prior to the EVENT and complies with the requirements stated in the FIVB Event Regulations and EVENT's Competition Regulations.

2.4 NF

2.4.1 The NF acknowledges that:

- 2.4.1.a It complies with the content of the relevant signed Letter of Participation, respectively participation agreement.
- 2.4.1.b The team registration process shall be followed as described in the EVENT's Competition Regulations.
- 2.4.1.c Possible sanctions may apply in the event of a breach of the Code of Conduct.
- 2.4.1.d It is empowered to register the PLAYER/TEAM OFFICIAL to take part in the EVENT according to the EVENT's Competition Regulations, FIVB Event Regulations and FIVB Sports Regulations.
- 2.4.1.e The PLAYER/TEAM OFFICIAL is affiliated to the NF.
- 2.4.1.f It agrees and assumes the responsibility of the PLAYER/TEAM OFFICIAL's participation in the EVENT and the right to represent the PLAYER/TEAM OFFICIAL's interests within the FIVB/Volleyball World in accordance with the terms of this Code of Conduct and in full respect of the FIVB Regulatory Framework.
- 2.4.1.g It has provided the PLAYER/TEAM OFFICIAL with all information concerning the FIVB Regulatory Framework and communications.

2.5 Notices

- 2.5.1 All notices, statements, consents, approvals, documents and other communications to be given hereunder shall be given in writing by one party to the other either by personal delivery or by e-mail within five (5) working days and shall be addressed to the FIVB (see contacts at the beginning of this Commitment), with attention to the FIVB Volleyball Department.
- 2.5.2 The PLAYER/TEAM OFFICIAL accepts that notices addressed to him/her may be accomplished by delivery of the notice to the NF.

2.6 Indemnification

- 2.6.1 The PLAYER/TEAM OFFICIAL agrees, at his/her sole cost and expense, to indemnify and hold the FIVB, Volleyball World, NF and Local Organiser's employees and members harmless from and against any and all claims, demands, causes of action, obligations, liabilities, losses, penalties, and expenses incurred by or on behalf of the FIVB/Volleyball World/NF/Local Organiser as a result of any material breach of any warranties, representations or agreements herein made by the PLAYER/TEAM

OFFICIAL including the use and exploitation by the FIVB/Volleyball World of any rights granted by the PLAYER/TEAM OFFICIAL.

3. Media & Promotion Obligations

3.1 Promotional Activities

- 3.1.1 The PLAYER/TEAM OFFICIAL and the NF undertake to support the FIVB/Volleyball World's promotional efforts as follows:
- 3.1.1.a The PLAYER/TEAM OFFICIAL shall make himself/herself available for local and FIVB/Volleyball World promotions whenever requested by the FIVB/Volleyball World or/and the Local Organiser provided always that such promotions do not interfere with his/her preparation (i.e. scheduled training session or warm-up) or scheduled matches.
 - 3.1.1.b The PLAYER/TEAM OFFICIAL understands that he/she is granted access to the FIVB/Volleyball World video archive and photographs upon request for technical production and shipment costs only. This request must be sent by email to the FIVB Volleyball Department to the following email address: volleyball@fivb.com
 - 3.1.1.c The PLAYER/TEAM OFFICIAL will not grant or authorise any third party to use, for the purposes of endorsing their product and/or services, rights such as EVENT related TV footage, photographs and data, as well as the FIVB/Volleyball World logo, marks and intellectual property or the EVENT logo and marks without prior written consent from FIVB/Volleyball World as applicable.
 - 3.1.1.d The PLAYER/TEAM OFFICIAL will be present for the EVENT's Awarding Ceremony (in case his/her team finishes among the top 3 teams) wearing their official team uniform for the photography and media session as set out in the EVENT's Competition Regulations.
 - 3.1.1.e The PLAYER/TEAM OFFICIAL will participate without excuse, upon the FIVB/Volleyball World's request, at the EVENT's promotional activities, as follows but not limited to: FIVB/Volleyball World highlight shows when organised in advance by the TV Production company, autograph sessions, participation in VIP events (night & day), practice sessions, exhibitions, Volleyball clinics, PR activities, fan zone activities, media and social media events and contents production, TV interviews, sponsorship interviews and other promotional activities reasonably required by the FIVB/Volleyball World and/or the Local Organiser. In particular, the PLAYER/TEAM OFFICIAL must be available for TV interviews, video and photo shooting prior to or during the EVENT. The FIVB/Volleyball World and the Local Organiser will respect the PLAYER/TEAM OFFICIAL's team activity schedule, the need to train, play, eat, sleep and prepare for

coming games during the EVENT when requesting the PLAYER/TEAM OFFICIAL's participation in such activities.

- 3.1.1.f The PLAYER/TEAM OFFICIAL will make himself/herself available for clean head shots and video clips (with no promotional clothing) to be used for the PLAYER/TEAM OFFICIAL's identity photograph on the FIVB/Volleyball World websites approved by the FIVB/Volleyball World and in photo cards, if any. This photograph/video clip will be taken on the day as outlined in the individual team activity schedule (or upon individual arrangement, if requested by the FIVB/Volleyball World and their Sponsors/Partners) by a photographer/videographer on Site.

3.2 Grant of Rights

- 3.2.1 The PLAYER/TEAM OFFICIAL hereby irrevocably grants, without compensation being due, and pledges to honour the following rights licensed to the FIVB and Volleyball World for the exploitation of commercial rights within the sport of volleyball:
- 3.2.1.a The exclusive rights to use and promote the PLAYER/TEAM OFFICIAL's name or likeness, jersey's number, photograph, video footage, performance data, voice, interviews and biography (hereinafter "**PLAYER/TEAM OFFICIAL's Identification**") for the promotion of the FIVB/Volleyball World, and their Sponsors/Partners and the Local Organiser in connection with the EVENT. The FIVB and Volleyball World acknowledge that they will use this exclusive right only in connection with the EVENT as set out in the terms of this Code of Conduct.
- 3.2.1.b The right and license to use the PLAYER/TEAM OFFICIAL's Identification in connection with selling or using any products and/or services in a group of three (3) or more PLAYERS/TEAM OFFICIALS in order to promote, market or exploit the FIVB/Volleyball World and the EVENT, the sport or any telecast or broadcast of the EVENT in a commercial manner:
- The abovementioned right is understood to be granted to FIVB, Volleyball World and their Licensees in a manner in which the PLAYER/TEAM OFFICIAL's Identification shall not be used in such a way that an individual PLAYER/TEAM OFFICIAL shall appear to endorse any product or service subject to the terms of this Code of Conduct any other document/participation form signed by the PLAYER/TEAM OFFICIAL before or after the signature of this Code of Conduct. Individual endorsements of any products or services shall be negotiated separately with the PLAYER/TEAM OFFICIAL.

- 3.2.1.c The exclusive right to reproduce the PLAYER/TEAM OFFICIAL's Identification in computer assisted and computer/video related games embodied in or on any device or medium in the form of software, firmware and/or hardware which may be utilised directly or indirectly for the reproduction of visual images with or without sound of the EVENT's matches (real or simulated) but always with reference to the EVENT.
- 3.2.1.d The right to use in perpetuity and worldwide, by any and all means the PLAYER/TEAM OFFICIAL's Identification in connection with photos, films, documentaries, videos, video-computer games in connection or related exclusively to the EVENT.
- 3.2.1.e The non-exclusive right in perpetuity to photograph, record, tape, display, publish, promote and broadcast the PLAYER/TEAM OFFICIAL at future events (i.e. visual, flyer, etc.):
- Sponsors/Broadcasters/Partners associated with the EVENT and their respective advertising agencies and each television or other distribution station, system or service scheduled to distribute the EVENT shall have the right to grant others the right to reproduce, print, publish, or disseminate in any medium, the name and likeness and voice of each person, including the PLAYER/TEAM OFFICIAL's Identification, appearing in or connected with the EVENT, as well as any biographical material concerning such person and the name of the EVENT site for purpose of trade or for advertising purposes.
- 3.2.1.f The exclusive right to make use of, for promotional and commercial purposes, and display, at its discretion, any motion pictures, video games, magazines including live, taped, or filmed television footage or photos of the PLAYER/TEAM OFFICIAL taken during the EVENT without compensation, and hereby waives any right to such compensation for the PLAYER/TEAM OFFICIAL, his/her heirs and assignees.
- 3.2.1.g The exclusive right to license (with the right to sublicense), assign or transfer the rights and licenses mentioned herein at their sole discretion to any third party.
- 3.2.2 Additionally, the PLAYER/TEAM OFFICIAL confirms:
- 3.2.2.a His/her understanding that the FIVB/Volleyball World owns all media rights including photographs, video, digital television at the EVENT and has rights to exploit the PLAYER/TEAM OFFICIAL's Identification within the worldwide territory for promotional and commercial (subject to the terms herein) purposes and by any and all means (including, without limitation, social networks) in perpetuity. Consequently, the PLAYER/TEAM OFFICIAL agrees to provide any

support that would be needed for a smooth exercise of such rights by the FIVB/Volleyball World.

- 3.2.2.b His/her understanding that the FIVB/Volleyball World will inform its Sponsors/Partners of any restrictions related to the association of an individual PLAYER/TEAM OFFICIAL with sponsors and in the event that the Sponsors/Partner violate such restrictions the PLAYER/TEAM OFFICIAL shall have the right to claim compensation from the Sponsors/Partner directly waiving herewith any claim against the FIVB/Volleyball World.

4. Term/Termination

- 4.1 This Code of Conduct is legally binding as of the **date of the signing of the relevant O2-bis form** until **31 December 2025**, unless previously terminated pursuant to the terms hereof. However, it is agreed that the rights of exploitation of the PLAYER/TEAM OFFICIAL's Identification (as defined below) featured in this Code of Conduct will be extended beyond the term, in perpetuity and worldwide.
- 4.2 Notwithstanding the FIVB's rights under the FIVB Regulatory Framework:
- 4.2.1 In the event that the FIVB has evidence that the PLAYER/TEAM OFFICIAL does not abide by the terms contained in this Code of Conduct or should the PLAYER/TEAM OFFICIAL be charged with an illegal act, anti-doping rule violation or criminal charge involving substance use, betting or anti-corruption rule violation or any case of unethical or unsportsmanlike behaviour (as determined by the FIVB in its sole discretion), the FIVB has full authority to cancel the PLAYER/TEAM OFFICIAL's participation in the EVENT and terminate the present Code of Conduct.
- 4.2.2 In the event that the FIVB has evidence that the PLAYER/TEAM OFFICIAL is accused of breaching this Code of Conduct and the breach is in the FIVB's opinion remediable, the PLAYER/TEAM OFFICIAL will have seven (7) days, from written notice given by the FIVB through the PLAYER/TEAM OFFICIAL's NF, to respond to the accusation and remedy the breach. If the breach is not remedied within this time limit, the FIVB will be entitled to terminate this Code of Conduct.

5. Applicable Law, Dispute resolution

- 5.1 This Code of Conduct shall be governed by and construed in accordance with Swiss law, without regard to its conflicts of law provisions.
- 5.2 The PLAYER/TEAM OFFICIAL, the FIVB and the NF agree that any dispute, controversy or claim arising out of, in connection with the EVENT or the FIVB Regulatory Framework, which cannot be settled amicably and which remains unsettled once the legal remedies established by the FIVB Constitution and Regulations have been exhausted, shall be submitted exclusively to the Court of Arbitration for Sport (CAS) for final and binding arbitration in accordance with the

Code of sports-related Arbitration in force at the time a notice for arbitration is submitted. The arbitration shall be conducted in English, be governed by Chapter 12 of the Swiss Act on Private International Law irrespective of the parties' domicile and its seat shall be in Lausanne, Switzerland. The decisions of the CAS shall be final, binding and non-appealable. Neither the PLAYER/TEAM OFFICIAL nor the FIVB nor the NF shall and hereby waive their right to institute any claim, arbitration or litigation, or seek any other form of relief, provisional or not, in any other court or tribunal.

6. Entire Code of Conduct, Severability

- 6.1 Should any provision of this Code of Conduct be found to be invalid or unenforceable, such invalidity or unenforceability shall not affect the validity or operation of any other provision. In such case, the invalid or unenforceable provision shall be replaced with a valid and enforceable provision which most closely approximates the intent and economic effect of the invalid or unenforceable provision.
- 6.2 This Code of Conduct constitutes the entire agreement between the parties in relation to its subject matter, superseding and extinguishing any prior agreements, arrangements, undertakings of any nature, between the parties, whether oral or written, in relation to this subject matter. Any amendments to this Code of Conduct must be in writing.

7. Signature

- 7.1 By signing the relevant O2-bis form, the PLAYER/TEAM OFFICIAL and the NF declare to have read, understood and agreed to all of the terms of this Code of Conduct.
- 7.2 Should you disagree with any of the above or fail to sign the relevant O2-bis form, please note that this will result in your immediate withdrawal from the EVENT.
- 7.3 By signing the relevant O2-bis form, the PLAYER / TEAM OFFICIAL / NF acknowledges and confirms that he/she has read and understood the content of this document, as well as any other documents referenced therein, and freely and knowingly accepts the terms, conditions and risks as described above.

***EACH PLAYER/TEAM OFFICIAL SHALL SIGN THE RELEVANT O2-BIS FORM INDIVIDUALLY AND, BY SIGNING SUCH O2-BIS FORM, AGREES TO THE TERMS OF THIS CODE OF CONDUCT.**