

## **USA Volleyball Harassment Incident Response – Officials & Staff**

### **HIROS**

#### **I. Purpose**

The HIROS Initiative was created as a response to the prevalent and increasing numbers of harassment incidents making headlines in sport. USA Volleyball has 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 physical violence and / or hate speech directed toward an individual's ethnicity, gender, sexual orientation, or disability. This collaboration was successful thanks to representatives from the USAV DEI Committee, officials, arbitrators, and Region staff.

#### **II. Resources**

- a. A PowerPoint presentation is available for sharing this initiative with Region Board members, tournament directors, coaches, officials, parents and other constituents. [HIROS Presentation](#)
- b. An officials' training module, *213\_Harassment Incident Response - Officials & Staff*, can be accessed through the USAV Academy using the Academy Course Builder and added as part of a custom region course. The *213\_Harassment Incident Response - Officials & Staff* module will also be included in the Officials Academy available as a self-study course.
- c. HIROS form can be easily accessed through a direct link [HIROS Online Form](#), QR Code (below), or a hard copy can be printed and provided to event site management. [HIROS Printable Form](#)
- d. All forms submitted using the USAV provided online submission, will be forwarded to the Region designee(s) on a weekly basis. Everyone submitting the form will immediately receive an email confirmation once the form has been submitted.
- e. Script and sample wording for communication to participants and attendees. Includes PA announcement, team letter, tournament manual, and constituent meeting talking points: [HIROS Sample Wording](#)
- f. Signage to print and display forthcoming.
- g. Best practices page with specific examples forthcoming.
- h. Have questions or want to share ideas/best practices? Some members of the HIROS initiative Region Focus Group have volunteered and are available and eager to assist. See table below for contact information.

#### **III. Participation**

- a. Mandatory at national events (i.e. qualifiers, GJNC, BJNC, Opens)
- b. Voluntary at the Region level. Each Region can elect to adopt the HIROS initiative as provided and/or modified for individual Region needs.
- c. Even if harassment and hate speech are not currently a serious issue in a region, participation is encouraged as it will prepare your officials and staff for these rare occasions.

We are grateful to all those who have and continue to contribute to this effort to ensure events and programs are conducted in an inclusive and supportive environment free from harassment.

QR Code link to HIROS form:



HIROS Initiative Region Focus Group Contact Information for Questions			
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