

## 1 Introduction

- (a) Valor is customer-obsessed and know that delivering the best possible experiences to everyone.
- (b) You should not engage in behaviour that jeopardises the ability of yourself or Valor to deliver high-quality experiences.

## 2 Interpretation

- (a) In this Staff Code of Conduct, unless a contrary intention appears:

**person** and words importing **persons** includes partnerships, associations, corporations, and companies.

**Valor** means Valor Esports Pty Ltd ABN 94 648 832 080 and its subsidiaries (if any).

**Valor Admin Team** means the co-founders of Valor, being *Louk Issa, Sam Ward, and Nick Schlobohm*.

**in writing** or **written** means printing, typewriting, and all other means of representing or reproducing words in visible form, including handwriting.

- (b) Words importing the singular include the plural and vice versa. Words importing the masculine include the feminine and the neuter and vice versa.
- (c) Headings are for ease of reference only and do not affect the meaning of this Code of Conduct.

## 3 External work

You may undertake external work, so long as:

- (a) your external work does not materially impact your Valor obligations; and
- (b) you do not ‘poach’ Valor clients/customers for your external work.

## 4 Coaching sessions

### 4.1 Session requirements

When running live coaching sessions, you must ensure that you always follow the “coaching session requirements” which are [clearly documented on the Valor Coach Resources website](#).

### 4.2 Failing to attend a session

- (a) If you fail to attend a live coaching session, we have a three-strike policy. If you fail to attend three (3) live coaching sessions within a three-month period, you will be suspended from coaching live sessions. We will find alternative coaching for the player(s) you coach, and instead find other ways to work with you.
- (b) If you are ten (10) or more minutes late to a live coaching session, this counts as failing to attend the live coaching session.

## 5 Communications

- (a) Do not engage in **any** unobserved one-on-one activity with a Valor player, regardless of their age. This includes communicating with the player via a private messaging system on Discord or any other platform. You must only talk to players through the public channels in our Discord server.

*NOTE: If a player reaches out to you personally with a serious issue (for example, mental health concerns), please talk to the Valor Admin Team. We have strong and confidential processes in place to assist all players.*

- (b) At Valor, we do not tolerate harmful or abusive behaviour at any level. You should not act harmfully towards anybody at Valor (including players). Further, as a staff member, you also should not tolerate harmful or abusive behaviours from (or between) players.
- (c) Adopt responsible behaviour in relation to alcohol and other drugs. It goes without saying that you should not attend a meeting or a live coaching session when under the influence of drugs.
- (d) Ensure your decisions and actions contribute to a harassment-free environment at all times.