

## **POLICY – Human Resources**

### **Policy Number 03-017 – Member Protection Policy - Part A - Code of Behaviour**

#### **Document Control**

#### **Version Control**

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#### **Approval**

Delegation required for approval: Chief Executive Officer

Name: Anna Carroll      Position: Chief Executive Officer



Signature:

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#### **Purpose and Background**

Netball Queensland and persons identified in the Member Protection Policy Clause 3 seek to provide a safe, fair and inclusive environment for everyone involved in netball.

To achieve this, Netball Queensland and persons identified in Member Protection Policy Clause 3 require certain standards of behaviour of players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

Netball's Codes of Behaviour are underpinned by the following core values:

- To act within the rules and spirit of netball.

- To display respect and courtesy towards everyone involved in netball and prevent discrimination and harassment.
- To prioritise the safety and well-being of children and young people involved in netball.
- To encourage and support opportunities for participation in all aspects of netball.

## **ATTACHMENTS**

**ATTACHMENT A1: GENERAL CODE OF BEHAVIOUR**

**ATTACHMENT A2: ADMINISTRATOR CODE OF BEHAVIOUR**

**ATTACHMENT A3: COACH CODE OF BEHAVIOUR**

**ATTACHMENT A4: JUNIOR PLAYER CODE OF BEHAVIOUR**

**ATTACHMENT A5: SENIOR PLAYER CODE OF BEHAVIOUR**

**ATTACHMENT A6: UMPIRE CODE OF BEHAVIOUR**

**ATTACHMENT A7: PARENT/ GUARDIAN CODE OF BEHAVIOUR**

**ATTACHMENT A8: SPECTATOR CODE OF BEHAVIOUR**

**ATTACHMENT A9: BENCH OFFICIALS CODE OF BEHAVIOUR**

**ATTACHMENT A10: MEDIA CODE OF BEHAVIOUR**

## **ATTACHMENT A1: GENERAL CODE OF BEHAVIOUR**

As a person required to comply with this Policy, you must meet the following requirements with regard to your conduct during any activity held or sanctioned by Netball Queensland and persons identified in the Member Protection Policy Clause 3.

1. Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations.
2. Be ethical, fair, considerate and honest in all dealings with others.
3. Make a commitment to providing quality service.
4. Operate within the rules and spirit of the sport including national and state guidelines, constitution and policies which govern Netball Queensland and persons identified in the Member Protection Policy Clause 3.
5. Do not use your involvement with netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Queensland and persons identified in the Member Protection Policy Clause 3.
6. Demonstrate a high degree of individual responsibility especially when dealing with persons less than 18 years of age, as your words and actions are an example.
7. Always place the safety and welfare of children above other considerations.
8. Avoid unaccompanied and unobserved activities with persons less than 18 years of age, wherever possible.
9. Comply with all relevant Australian laws (Federal and State), particularly anti-discrimination and child protection laws
10. Refrain from any behaviour that may bring Netball Queensland and persons identified in the Member Protection Policy Clause 3 into disrepute.
11. Provide a safe environment for the conduct of the activity.
12. Show concern and caution towards others who may be sick or injured.
13. Be a positive role model.
14. Be responsible and accountable for your conduct.
15. Abide by the relevant Netball Queensland role-specific codes of behaviour and understand the repercussions if you breach, or are aware of any breaches of this Code of Behaviour.

## **ATTACHMENT A2: ADMINISTRATOR CODE OF BEHAVIOUR**

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as an Administrator.

1. Be fair, considerate and honest in all dealings with others.
2. Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
3. Resolve conflicts fairly and promptly through established procedures.
4. Maintain strict impartiality.
5. Be aware of your legal responsibilities.
6. Develop a positive sport environment by allowing for the special needs of the players (especially children), by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Involve players in the planning, leadership, evaluation and decision-making relating to the activity.
8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, lengths of games and training schedules should take into consideration the age, ability and maturity level of participating players.
9. Ensure that everyone (administrators, coaches, players, umpires, parents, spectators, sponsors and physicians) emphasise fair play in netball activities and games.
10. Where appropriate, distribute a Code of Behaviour sheet to coaches, players, umpires, parents, spectators and the media.

### **ATTACHMENT A3: COACH CODE OF BEHAVIOUR**

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Coach.

1. Operate within the rules and spirit of netball, promoting fair play over winning at any cost.
2. Encourage and support opportunities for people to learn appropriate behaviour and skills.
3. Support opportunities for participation in all aspects of the sport.
4. Treat each person as an individual.
5. Display control and courtesy to all involved with the sport
6. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
7. Respect the decisions of umpires, officials, coaches and administrators in the conduct of the sport.
8. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people less than the age of 18 years.
9. Adopt appropriate and responsible behaviour in all interactions.
10. Adopt responsible behaviour in relation to alcohol and other drugs.
11. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
12. Ensure your decisions and actions contribute to a safe environment.
13. Ensure your decisions and actions contribute to a harassment free environment.
14. Do not tolerate harmful or abusive behaviour.
15. Place the safety and welfare of the athletes above all else.
16. Help each person (athlete, umpire etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
17. Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
18. Be honest and do not allow your qualifications to be misrepresented.

## ATTACHMENT A4: JUNIOR PLAYER CODE OF BEHAVIOUR

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Junior Player.

1. Participate because you enjoy it, not just to please parents and coaches.
2. Play by the rules
  - Know the rules.
3. Participate fairly and safely.
4. Abide by decisions, without argument or bad temper
  - Captains have the right to approach an umpire during an interval or after the game for clarification of any rule
  - Approach the umpire in a courteous and polite way.
5. Co-operate with your coach, and other players
  - Verbal abuse of officials or other players, deliberately fouling or provoking an opponent and throwing/ damaging equipment is not acceptable or permitted
  - Treat all players as you would like to be treated
  - Ensure that at all times your behaviour is fair
  - Be a patient and enthusiastic supporter of fellow players.
6. Applaud all good play, by your own team and opponents.
7. Be a responsible team member
  - Always be on time
  - Encourage and assist all players
  - Attend all training sessions
  - Ensure you always bring the appropriate uniform and equipment to training and/ or matches.
8. Do not engage in practices that affect sporting performance (alcohol, tobacco and drug use).
  - Respect and acknowledge the contribution of those who create the opportunity for you to play
  - Volunteers (scorers, coaches, timekeepers, administrators and umpires).

## **ATTACHMENT A5: SENIOR PLAYER CODE OF BEHAVIOUR**

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Senior Player.

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Refrain from conduct which could be regarded as sexual or other Harassment.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care and respect the uniform and equipment provided to you.
5. Be frank and honest with your coach concerning illness and injury and your ability to train and play fully.
6. Conduct yourself in a responsible manner relating to language, temper and punctuality.
7. Maintain a high standard of personal behaviour at all times.
8. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
9. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
10. Co-operate with coaches and staff in relation to programs that adequately prepare you for competition.
11. Do not engage in practices that affect sporting performance (alcohol, tobacco and drug use).

## **ATTACHMENT A6: UMPIRE CODE OF BEHAVIOUR**

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as an Umpire.

1. Umpire in accordance with the Official Rules of the Game.
2. Treat all players, coaches, match officials and other umpires with respect.
3. Place the safety and welfare of the players above all else.
  - Ensure the court and its surrounds are compliant with the rules.
  - Take appropriate action to manage dangerous play.
4. Maintain a high standard of personal behaviour at all times.
5. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and umpiring at all times.
6. Be courteous, respectful and open to discussion and interaction.
7. Maintain or improve your current performance level and seek continual improvement.



## **ATTACHMENT A7: PARENT/ GUARDIAN CODE OF BEHAVIOUR**

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Parent/Guardian.

1. If your child is interested, encourage them to participate in the appropriate netball activity. However, if your child is not willing to participate, do not force him or her. Remember, children are involved in organised activity for their enjoyment, not yours.
2. Focus upon your child's efforts and performance rather than the overall outcome of the event. This assists your child in setting realistic goals related to his/ her ability by reducing the emphasis on winning.
3. Teach your child that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment.
4. Encourage your child to play always according to the rules.
5. Never ridicule or yell at a child for making a mistake or losing a game.
6. Remember that children learn best from example. Applaud good play by all players.
7. If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgment and honesty in public.
8. Support all efforts to remove verbal and physical abuse.
9. Recognise and respect the value and importance of volunteer administrators, coaches and umpires. They give up their time and resources to provide recreational activities for players and deserve your support.
10. Be a model of good sports behaviour for children to copy.
11. Be courteous in communication with administrators, coaches, players and umpires. Teach children to do likewise.
12. Support the use of age appropriate development activities and modified rules.

## **ATTACHMENT A8: SPECTATOR CODE OF BEHAVIOUR**

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Spectator.

1. Most players (in particular children) participate in netball activities for fun. They are not participating for entertainment of spectators only.
2. Applaud good performance and efforts by all players. When watching a game congratulate both teams on their performance regardless of the game's outcome.
3. Respect the umpires' and coaches' decisions. If there is a disagreement, follow the appropriate procedure in order to question the decision and teach children to do likewise.
4. Never ridicule or scold a player for making a mistake during a competition. Positive comments are motivational.
5. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires or parents/ guardians.
6. Show respect for your team's coach, the umpire and opponents. Without them there would be no game.
7. Encourage players to play according to the rules and the official decisions, and develop your own knowledge of the rules.
8. Demonstrate appropriate social behaviour by refraining from using foul language, harassing administrators, coaches, players or umpires.
9. Support the use of age appropriate development activities and modified rules.

## **ATTACHMENT A9: BENCH OFFICIALS CODE OF BEHAVIOUR**

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Technical Official.

1. Officiate in accordance with the Official Rules of the Game and Event/Competition Guidelines.
2. Treat all players, coaches, umpires and other match officials with respect.
3. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
4. Be consistent and impartial when making decisions.
5. Maintain a high standard of personal behaviour at all times.
6. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and officiating at all times.
7. Be courteous, respectful and open to discussion and interaction.
8. Maintain or improve your current performance level and seek continual improvement.

## **ATTACHMENT A10: MEDIA CODE OF BEHAVIOUR**

In addition to Netball Queensland's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball Queensland and persons identified in the Member Protection Policy Clause 3 in your role as a Media Representative.

1. Provide coverage of all players' netball activities, including development programs, competitive and non-competitive netball.
2. Be aware of the difference between adult netball programs and children's netball programs.
3. Place the isolated incidents of unsportsmanlike behaviour in proper perspective, rather than make such incidents the "highlight" of the event.
4. Focus upon player's fair play and their honest effort.
5. Identify and report on the problems of players participating in organised netball and report the violations and distortions of their rights as players.
6. Recognise the sporting achievements of players from disadvantaged groups, including adolescent girls, people with disabilities, indigenous and Torres Strait islanders, people from non-English speaking backgrounds and rural population.