



Tanunda Netball Club

Code of Behaviour

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TANUNDA NETBALL CLUB VISION

In 2020 the Tanunda Netball Club set a new vision for the Club:

"to be recognised as an inclusive, vibrant, welcoming and respected Netball Club, encouraging participation in the game through all age groups"

This vision seeks to provide guidance and context to all activities, decisions and direction set by the Club. The following policy has been developed to provide clarity and a unified approach in the provision of a positive playing environment.

PURPOSE OF THE POLICY

The Tanunda Netball Club Incorporated (the Club) seeks to provide a safe, fair and inclusive environment for everyone involved in netball.

To achieve this, the Club requires certain standards of behaviours of players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

The Club's Code of Behaviour policies 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, bullying and sexual 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.

The Club, when necessary, will take appropriate action against any person who places the health, safety and wellbeing of another person at risk, including referring the matter to relevant Statutory Authorities and/or expulsion from the Club. The following behaviour which causes or has the potential to cause injury, offends, upsets, humiliates, excludes or frightens another person will not be tolerated.

Assault	Intentional physical attack or threatening behaviour including (but not limited to) hitting, slapping, kicking, spitting, throwing of an object, scratching or tripping
Abuse	Verbal insult, swearing or physical gestures
Bullying	The use of a position of power or strength to threaten, hurt or influence another person
Harassment	Continued intentional or unintentional unwelcomed actions or behaviour, including (but not limited to) sexual harassment
Discrimination	Intentional or unintentional inappropriate action or behaviour arising due to (but not limited to) a person's gender, race, religion, age or sexuality
Deliberate Misconduct	Intentionally disregarding directions of a Coach/Manager/Official or Club constitution, by-laws, Policies or Procedures etc

SCOPE OF THE POLICY

The Club's Code of Behaviour policies apply to the following people, whether they are operating in a paid or unpaid/voluntary capacity within the Club:

- Individual Members, including players, coaches and officials.
- Individuals sitting on boards, committees and sub-committees.
- All employees, volunteers, independent contractors and other workplace participants.
- Any other person that is a member of or affiliated to Netball Australia or Netball South Australia.
- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible.
- Any other Person who has agreed to be bound by this policy.

The Club's Code of Behaviour applies to each of the above persons at all times during netball related activities and at all times when acting in any capacity, whether voluntary or paid, on behalf of the Club.

GENERAL CODE OF BEHAVIOUR

1. Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations.
2. Be ethical, fair and 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 polices which govern Netball Australia, Member Organisations and Affiliates.
5. Do not use your involvement with netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Australia, Member Organisations or Affiliates.
6. Demonstrate a high degree of individual responsibility especially when dealing with persons under 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 under 18 years of age, wherever possible.
9. Comply with all relevant Australian by laws (Federal and State) particularly anti-discrimination and child protections laws.
10. Refrain from any behaviour that may bring Netball Australia, Member Organisations or Affiliates 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 Australia role-specific codes of behaviour and understand the repercussions if you breach, or are aware of any breaches of this Code of Behaviour.

PLAYER SPECIFIC CODE OF BEHAVIOUR

In addition to the Club's General Code of Behaviour, it is expected that you meet the following requirements with regard to your conduct during any activity held by or under the auspices of the Club or Affiliates in your role as a 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 harassment, discrimination, bullying or victimisation.
3. Respect the talent, potential and development of fellow players and competitors.
4. Participate fairly and safely.
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. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
8. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
9. Cooperate with coaches and staff in relation to programs that adequately prepare you for competition.
10. Do not engage in practices that affect sporting performance (alcohol, tobacco and drug use).
11. Applaud all good play, by your own team and opponents.
12. Respect and acknowledge the contribution of those who create the opportunity for you to play (e.g. scorers, coaches, timekeepers, administrators and umpires).

COACH SPECIFIC CODE OF BEHAVIOUR

In addition to the Club's General Code of Behaviour, it is expected you meet the following requirements with regard to your conduct during any activity held by or under the auspices of the Club or Affiliates in your role as a coach:

1. Operate within the rules and spirit of netball, promoting fair play at all times.
2. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
3. Support opportunities for participation in all aspects of the sport.
4. Treat each person as an individual. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
5. Display control, courtesy and respect to all involved with netball.
6. Respect the decisions of umpires, officials, other coaches and administrators in the conduct of netball programs and competitions.
7. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, length of games and training schedules should take into consideration the age, ability and maturity level of the participants.
9. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
10. Ensure your decisions and actions contribute to a safe environment. Place the safety and welfare of the players above all else.
11. Ensure your decisions and actions contribute to an environment free of sexual harassment, bullying, discrimination or victimisation.
12. Any physical conduct with players should be appropriate to the situation and necessary for the player's skill development.
13. Adopt responsible behaviour in relation to alcohol and other drugs.
14. Be honest and do not allow your qualifications/accreditation to be misrepresented.
15. Maintain your appropriate security clearance as required (e.g. Working with children checks).

UMPIRE SPECIFIC CODE OF BEHAVIOUR

In addition to the Club's General Code of Behaviour, it is expected you meet the following requirements with regard to your conduct during any activity held by or under the auspices of the Club or Affiliates 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, including by:
 - ensuring the court and its surrounds are compliant with the rules
 - taking 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. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
7. Be courteous, respectful and open to discussion and interaction with other netball participants.
8. Maintain or improve your current performance level and seek continual improvement.
9. Be honest and do not allow your qualifications/accreditation to be misrepresented.
10. Maintain impartiality at all times and do not enter into any action that gives favour to one team over the other.

PARENT/GUARDIAN SPECIFIC CODE OF BEHAVIOUR

In addition to the Club's General Code of Behaviour, it is expected you meet the following requirements with regard to your conduct during any activity held by or under the auspices of the Club or Affiliates in your role as a parent/guardian:

1. Encourage your child to participate but do not force them.
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 winning, so that the result of each game is accepted without undue disappointment.
4. Encourage your child to play according to the rules at all times.
5. Be a model of good sports behaviour for children to copy.
6. Applaud good play by all players.
7. Never ridicule or yell at a child for making a mistake or losing a game.
8. If you disagree with an umpire or coach, raise the issue through the appropriate channels rather than question their judgement and honesty in public.
9. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
10. 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.
11. Demonstrate appropriate social behaviour by not using unacceptable language or harassing administrators, coaches, players and umpires. Teach your child to do the same.
12. Support the use of age appropriate development activities and modified rules.
13. In the interest of good health, you should observe and comply with any no smoking signs

SPECTATOR SPECIFIC CODE OF BEHAVIOUR

In addition to the Club's General Code of Behaviour, it is expected you meet the following requirements with regard to your conduct during any activity held by or under the auspices of the Club or Affiliates in your role as a spectator:

1. Remember that 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 decision of the umpires.
4. Encourage players to play according to the rules and the official decisions, and develop your own knowledge of the rules.
5. Never ridicule or abuse a player for making a mistake during a competition.
6. Show respect for your team's coach, the umpire and opponents. Without them there would be no game.
7. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
8. Demonstrate appropriate social behaviour by not using unacceptable language, sledge, or harass administrators, coaches, players, umpires or other spectators.
9. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires or other spectators.
10. Support the use of age appropriate development activities and modified rules.
11. In the interest of good health, you should observe and comply with any no smoking signs

ADMINISTRATOR SPECIFIC CODE OF BEHAVIOUR

In addition to the Club's General Code of Behaviour, it is expected you meet the following requirements with regard to your conduct during any activity held by or under the auspices of the Club or Affiliates 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 and comply with your legal responsibilities, including under antidiscrimination, child protection and occupational health and safety legislation.
6. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Involve all relevant stakeholders (players, coaches, umpires, parents) in the planning, evaluation, leadership and decision-making related to netball programs and events.
8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, length of games and training schedules should take into consideration the age, ability and maturity level of the participants.
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 the Club's Code of Behaviours to coaches, players, umpires, parents and spectators.