



## **CODES OF BEHAVIOUR POLICY**

**Adopted by NSW Netball Association Ltd Board Meeting on  
13<sup>th</sup> December 2016**

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## **1. PURPOSE OF THIS POLICY**

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- 1.1 Netball Australia, Netball NSW and Affiliates seek to provide a safe, fair and inclusive environment for everyone involved in netball.
- 1.2 To achieve this, Netball Australia, Netball NSW and Affiliates require certain standards of behaviour of players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.
- 1.3 The 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, 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.

## **2. SCOPE OF THIS POLICY**

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- 2.1 The Codes of Behaviour apply to the following people whether they are operating in a paid or unpaid/voluntary capacity in Netball NSW or as an Affiliate:
- Individual members, including service award holders and life members.
  - Individuals who are members of 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 NSW.
  - Parents, guardians, spectators and sponsors and any other person to the full extent that is possible.
  - Members of the Players Association.
  - Any other Person who has agreed to be bound by this Policy.
- 2.2 The Codes 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 Netball NSW or an Affiliate.

### **3. BREACH OF THIS POLICY**

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- 3.1 Any alleged breach of the Codes of Behaviour should be managed using the process outlined in the relevant Netball NSW or Affiliates Constitution or policies.
- 3.2 A list of related Netball NSW policies and guidelines which are to be considered when dealing with a breach of the Codes of Behaviour are listed below:
- Netball NSW Constitution
  - Netball NSW Member Protection Policy
  - Netball NSW Pregnancy Policy
  - Netball NSW Smoke Free Policy
  - Netball Australia Inclusion Policy
  - Netball Australia Junior Policy
  - Netball Australia Integrity Framework
    - Anti-Illicit Drugs in Netball Rule
    - Supplements and Other Substances in Netball Rule
    - Medications in Netball Rule
    - No Self-Injection in Netball Rule
    - Anti-Doping Declaration Rule
    - Reporting Conduct That May Bring Netball into Disrepute
    - Anti-Doping Policy
    - National Policy on Match Fixing

### **4. ROLE SPECIFIC CODES OF BEHAVIOUR**

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- 4.1 In addition to the General Code of Behaviour, Netball NSW has developed role-specific Codes of Behaviour. These codes are as follows:
- Administrator Code of Behaviour
  - Coach Code of Behaviour
  - Player Code of Behaviour
  - Umpire Code of Behaviour
  - Parent/Guardian Code of Behaviour
  - Spectator Code of Behaviour
  - Bench Officials Code of Behaviour
  - Media Code of Behaviour

## 5. GENERAL CODE OF BEHAVIOUR

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As a person required to comply with this Policy, you are to meet the following requirements in regard to your conduct during any activity or event held or sanctioned by Netball NSW or an Affiliate.

- 5.1. Respect the rights, dignity and worth of all people involved in netball regardless of their gender, ability, cultural background or religion.
- 5.2. Be ethical, fair, considerate and honest in all dealings with others.
- 5.3. Make a commitment to providing a quality service.
- 5.4. Operate within the rules and spirit of netball including national and state guidelines, constitution and policies which govern Netball Australia, Netball NSW and Affiliates.
- 5.5. Do not use your involvement with netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Australia, Netball NSW or Affiliates.
- 5.6. 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 and they can be easily influenced.
- 5.7. Always place the safety and welfare of children above other considerations.
- 5.8. Avoid unaccompanied and unobserved activities with persons under 18 years of age, whenever possible.
- 5.9. Comply with all relevant Australian laws (Commonwealth and State), particularly anti-discrimination, occupational health and safety and child protection laws.
- 5.10. Refrain from any behaviour that may bring Netball Australia, Netball NSW or Affiliates into disrepute.
- 5.11. Provide a safe environment for the conduct of the activity.
- 5.12. Show concern and caution towards others who may be sick or injured.
- 5.13. Be a positive role model.
- 5.14. Be responsible and accountable for your conduct.
- 5.15. Abide by the relevant Netball NSW role-specific codes of behaviour and understand the consequences if you breach, or are aware of any breaches of this Code of Behaviour.

## **6. ADMINISTRATOR CODE OF BEHAVIOUR**

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In addition to Netball NSW's General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball NSW or an Affiliate. In your role as an administrator you are to:

- 6.1. Be fair, considerate and honest in all dealings with others.
- 6.2. Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
- 6.3. Resolve conflicts fairly and promptly through established procedures.
- 6.4. Maintain strict impartiality.
- 6.5. Be aware of and comply with your legal responsibilities, including those under anti-discrimination, child protection and occupational health and safety legislation.
- 6.6. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
- 6.7. Involve relevant stakeholders in the planning, evaluation, leadership and decision-making related to netball programs and events.
- 6.8. 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.
- 6.9. Encourage everyone (administrators, coaches, players, umpires, parents, spectators, sponsors and physicians) to emphasise fair play in netball activities and games.
- 6.10. Where appropriate, distribute the Codes of Behaviour to coaches, umpires, players, parents, spectators and the media.

## **7. COACH CODE OF BEHAVIOUR**

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In addition to Netball NSW's General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball NSW or an Affiliate. In your role as a coach you are to:

- 7.1. Operate within the rules and spirit of netball, promoting fair play.
- 7.2. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
- 7.3. Support opportunities for participation in all aspects of the sport.
- 7.4. Treat each person as an individual. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- 7.5. Display control, courtesy and respect to all involved with netball.
- 7.6. Respect the decisions of umpires, officials, other coaches and administrators in the conduct of netball programs and competitions.
- 7.7. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will or is likely to exist) with people under the age of 18 years.
- 7.8. 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.
- 7.9. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- 7.10. Ensure your decisions and actions contribute to a safe environment. Place the safety and welfare of the players above all else.
- 7.11. Ensure your decisions and actions contribute to an environment free of sexual harassment, bullying, discrimination and victimisation.
- 7.12. Any physical contact with a player should be appropriate to the situation and necessary for the player's skill development.
- 7.13. Adopt and display responsible behaviour in relation to alcohol and other drugs.
- 7.14. Be honest and do not allow your qualifications/accreditation to be misrepresented.

## **8. PLAYER CODE OF BEHAVIOUR**

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In addition to Netball NSW's General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball NSW or an Affiliate. In your role as a player you are to:

- 8.1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
- 8.2. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.
- 8.3. Respect the talent, potential and development of fellow players and competitors.
- 8.4. Participate fairly and safely.
- 8.5. Be frank and honest with your coach concerning illness and injury and your ability to train and play fully.
- 8.6. Conduct yourself in a responsible manner relating to language, temper and punctuality. Do not use profane language at any time.
- 8.7. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
- 8.8. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
- 8.9. Co-operate with coaches and staff in relation to programs that adequately prepare you for competition.
- 8.10. Do not engage in practices that affect sporting performance (including alcohol, tobacco and drug use).
- 8.11. Applaud all good play, by your own team and opponents.
- 8.12. Respect and acknowledge the contribution of those who create the opportunity for you to play (e.g. scorers, coaches, timekeepers, administrators and umpires).



## **9. UMPIRE CODE OF BEHAVIOUR**

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In addition to Netball NSW's General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball NSW or an Affiliate. In your role as an umpire you are to:

- 9.1. Umpire in accordance with the Official Rules of the Game.
- 9.2. Treat all players, coaches, bench officials and other umpires with respect.
- 9.3. Place the safety and welfare of the players above all else, including:
  - Ensuring the court and its surrounds are compliant with the rules.
  - Taking appropriate action to manage dangerous play.
- 9.4. Maintain a high standard of personal behaviour at all times.
- 9.5. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and umpiring at all times.
- 9.6. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.
- 9.7. Be courteous, respectful and open to discussion and interaction with other netball participants.
- 9.8. Maintain or improve your current performance level and seek continual improvement.
- 9.9. Be honest and do not allow your qualifications/accreditation to be misrepresented.

## **10. PARENT/GUARDIAN CODE OF BEHAVIOUR**

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In addition to Netball NSW's General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball NSW or an Affiliate. As a parent/guardian you are to:

- 10.1. Encourage your child to participate but do not force them.
- 10.2. 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.
- 10.3. Teach your child that an honest effort is as important as winning, so that the result of each game is accepted without undue disappointment.
- 10.4. Encourage your child to always play according to the rules.
- 10.5. Be a model of good sports behaviour for children to copy. Applaud good play by all players.
- 10.6. Never ridicule or yell at a child for making a mistake or losing a game.
- 10.7. If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgement and honesty in public.
- 10.8. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.
- 10.9. 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.
- 10.10. Be courteous in communication with administrators, coaches, players and umpires. Teach your child to do the same.
- 10.11. Support the use of age appropriate development activities and modified rules.
- 10.12. Acknowledge that a breach of this Code of Behaviour may result in disciplinary action concerning your child. This may include expulsion from game(s), suspension or termination of membership.

## **11. SPECTATOR CODE OF BEHAVIOUR**

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In addition to Netball NSW's General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball NSW or an Affiliate. As a spectator you are to:

- 11.1. Remember that most players (in particular children) participate in netball activities for fun. They are not participating for entertainment of spectators only.
- 11.2. Applaud good performance and efforts by all players. When watching a game congratulate both teams on their performance regardless of the game's outcome.
- 11.3. Respect the decision of the umpires. Encourage players to play according to the rules and official decisions, and develop your own knowledge of the rules
- 11.4. Never ridicule or abuse a player for making a mistake during a match and/or competition.
- 11.5. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.
- 11.6. Do not use foul, inappropriate and/or distasteful language, sledge or harass administrators, coaches, players, umpires or other spectators.
- 11.7. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires, or other spectators.
- 11.8. Support the use of age appropriate development activities and modified rules.

## **12. BENCH OFFICIALS CODE OF BEHAVIOUR**

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In addition to Netball NSW's General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball NSW or an Affiliate. In your role as a Technical Official you are to:

- 12.1. Officiate in accordance with the Official Rules of the Game and Event/Competition Guidelines.
- 12.2. Treat all players, coaches, umpires and other bench officials with respect.
- 12.3. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- 12.4. Be consistent and impartial when making decisions.
- 12.5. Maintain a high standard of personal behaviour at all times.
- 12.6. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and officiating at all times.
- 12.7. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.
- 12.8. Be courteous, respectful and open to discussion and interaction.
- 12.9. Maintain or improve your current performance level and seek continual improvement.
- 12.10. Be honest and do not allow your qualifications/accreditation to be misrepresented.

### **13. MEDIA CODE OF BEHAVIOUR**

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In addition to Netball NSW's General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any activity held by or under the auspices of Netball NSW or an Affiliate. As a media representative you are to:

- 13.1. Report and interpret honestly, striving for accuracy and fairness.
- 13.2. Not allow personal interest, any belief, commitment, payment, gift or benefit, to undermine your accuracy, fairness or independence.
- 13.3. Disclose conflicts of interest that affect, or could be seen to affect, the accuracy, fairness or independence of your journalism. Do not improperly use a journalistic position for personal gain.
- 13.4. Use fair, responsible and honest means to obtain material. Identify yourself and your employer before obtaining any interview for publication or broadcast.
- 13.5. Respect private grief and personal privacy.
- 13.6. Do your utmost to achieve fair correction of errors.
- 13.7. Be aware of the difference between adult netball programs and children's netball programs and treat them accordingly and appropriately.
- 13.8. Place the isolated incidents of unsportsmanlike behaviour in proper perspective, rather than make such incidents the "highlight" of the event.
- 13.9. Focus upon player's fair play and their honest effort.
- 13.10. 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 the rural population.