



## HERVEY BAY NETBALL ASSOCIATION

# Hervey Bay Netball Association Member Protection Policy

**POLICY TITLE:** Member Protection Policy  
**DEVELOPED BY:** Hervey Bay Netball Association  
**ADOPTED:** 8<sup>th</sup> January 2018

### POLICY PURPOSE

The purpose of this policy is to provide guidelines for the protection of the health, safety and well-being of all Hervey Bay Netball Association members. This policy sets out the procedures to be followed in dealing with harassment and other forms of inappropriate behaviour.

### POLICY STATEMENT OR COMMITMENT

Hervey Bay Netball Association is committed to ensuring that safety, welfare and wellbeing of their members is maintained at all times during their participation in activities in which Hervey Bay Netball Association run, or are represented in. Hervey Bay Netball Association aims to ensure the core values, good reputation, positive behaviours and attitudes of Hervey Bay Netball Association, and persons to whom this policy applies, are maintained and enhanced.

This policy assists Hervey Bay Netball Association to ensure that every person involved in netball is treated with respect and dignity and is protected from discrimination, harassment and abuse. This Policy also ensures that every person involved in netball is aware of her/his legal and ethical rights and responsibilities as well as the standards of behaviour expected of them.

As part of this commitment Hervey Bay Netball Association will take disciplinary action against any person or organisation bound by this Policy if they breach it.

This Member Protection Policy includes the following sub-policies:

- Photography and Filming Policy
- Anti-discrimination and Harassment Policy
- Inclusion Policy
- Sexual Relationships Policy
- Pregnancy Policy
- Gender Identity Policy
- Cybersafety Policy
- Social Networking Websites Policy

### APPLICATION

This Policy applies to the following people whether they are operating in a paid or unpaid/voluntary capacity at Hervey Bay Netball Association:



# HERVEY BAY NETBALL ASSOCIATION

- All players, coaches, managers, umpires and officials participating in Hervey Bay Netball Association activities
- Individual Members including service award holders and life members.
- Individuals sitting on Hervey Bay Netball Association boards, committees, sub-committees, and panels.
- Employees and volunteers of Hervey Bay Netball Association.

This Policy will continue to apply to a person even after they have stopped their association or employment with Hervey Bay Netball Association if disciplinary action, against that person, has commenced.

## **ORGANISATIONAL RESPONSIBILITIES**

Hervey Bay Netball Association and applicable persons identified in this Policy must:

- Adopt, implement and comply with this Policy and its regulations and attachments.
- Publish, distribute and otherwise promote this Policy and the consequences of any breach.
- Promote appropriate standards of conduct at all times.
- Deal with any breaches or complaints made under this Policy in an impartial, sensitive, fair, timely and confidential manner.
- Apply this Policy consistently without fear or favour.
- Recognise and enforce any penalty imposed under this Policy.
- Endeavour to ensure that a copy of this Policy is available or accessible to all people and organisations to whom this Policy applies.

## **INDIVIDUAL RESPONSIBILITIES**

Individuals bound by this Policy are responsible for:

- Making sure they are aware of the Policy and comply with the Codes of Conduct as set out.
- Consenting to undergo screening as per the National Child Protection Regulation and/or relevant State/Territory Legislation if the person holds or applies for a role that involves regular unsupervised contact with children and young people under the age of 18 years.
- Placing the safety and welfare of children above other considerations.
- Being accountable for their own behaviour.
- Following the steps outlined in this Policy; the Hervey Bay Netball Association Child Protection Policy and the Hervey Bay Netball Association Complaint Management Policy with respect to member protection complaints or reporting possible child abuse.
- Complying with any decisions and/or disciplinary measures imposed under this Policy and associated policies.
- Cooperating to provide a netball environment free of discrimination, child abuse and harassment.
- Understanding the possible consequences of breaching this Policy.
- Complying with all other requirements of this Policy.

## **CHILD PROTECTION & WORKING WITH CHILDREN CHECK REQUIREMENTS**

Hervey Bay Netball Association and all persons bound by this Policy are committed to the safety and wellbeing of all children and young people who participate in netball and access netball's services.



# HERVEY BAY NETBALL ASSOCIATION

Hervey Bay Netball Association supports the rights of the child and will act at all times to ensure a child-safe environment is maintained.

All Hervey Bay Netball Association activities related to persons under 18 years of age must comply with both this Member Protection Policy the Hervey Bay Netball Association Child Protection Policy, and any associated procedures (such as the Hervey Bay Netball Association Working With Children Check (Blue Card) Procedure).

## **CODES OF BEHAVIOUR**

Hervey Bay Netball Association will develop and promote Codes of Behaviour (Attachments A1 to A10) that set out the conduct expected by all people involved in Hervey Bay Netball Association activities.

These Codes will clearly describe professional boundaries, ethical behaviour and unacceptable behaviour.

## **PHOTOGRAPHY & FILMING POLICY**

Hervey Bay Netball Association recognises that persons attending, and participating in, Hervey Bay Netball Association activities may wish to photograph and/or film some of these activities. Photography and video footage is only permitted to be taken at Hervey Bay Netball Association sanctioned events and activities for the below purposes:

- Player/Umpire training and development
- Hervey Bay Netball Association promotion and publicity
- Participant and family private use

Hervey Bay Netball Association permits photographing and filming at its events/activities only when it relates to the above mentioned purposes and when it is in accordance with the below:

- Persons who are filming or photographing other persons should, wherever possible, obtain permission from the person before commencing filming or photography. This permission should include an explanation of how the image will be used. In the case of images of children, permission from the parent/guardian should be sought
- use of camera phones, videos and cameras or similar devices inside changing areas, showers and toilets is strictly prohibited
- Images captured should be relevant to the activity being undertaken (e.g. images captured at netball fixtures should related to those fixtures)
- Images published by Hervey Bay Netball Association will not name or identify the person without the consent of the person. In the case of images of children, permission from the parent/guardian should be sought
- Images published by Hervey Bay Netball Association will not publish personal information such as residential address, email address or telephone numbers, hobbies, school etc

The publishing of a photograph or image can from time to time be used either inappropriately or illegally. Images of a child (including your own child) if photographed in a provocative and sexual manner can contravene Criminal Codes and censorship laws.



## HERVEY BAY NETBALL ASSOCIATION

There are specific instances in law where the taking of any image is banned. Such instances generally relate to child custody matters, wards of the state, restraining orders and witness protection. It is also possible that from time to time other circumstances may also preclude the taking of any image of an individual.

Where such orders are in place it is the responsibility of the parent or guardian or individual to notify Hervey Bay Netball Association including, where appropriate, the provision of a confidential copy of the order. In such cases Hervey Bay Netball Association will use its best endeavours to prevent the taking of such images.

### Photography for Publication or Commercial Use

Where a photographer / videographer has been contracted by Hervey Bay Netball Association to acquire images of individuals or teams for the purpose of selling images to participants or interested persons, the contractor is required to be suitably identified and provide their valid Blue Card. Where a contractor has been engaged Hervey Bay Netball Association has the obligation to advise the contractor of any limitations as prescribed by a court order or law.

### Photography for Private Use

There are no restrictions on parents, guardians and/or family members taking photos or video footage of their children participating in Hervey Bay Netball Association sanctioned events provided the images are for personal use and do not encroach on the limitations as described above.

Equally there are no restrictions on officials (including coaches, umpires and administrators) taking images for coaching purposes, umpire development or general publicity provided this policy is adhered to.

### Inappropriate Photography

Where an individual is believed to be inappropriately photographing any Registered Member of Hervey Bay Netball Association, Hervey Bay Netball Association will do the following:

- Inform a Hervey Bay Netball Association official
- Ask the individual to cease taking photos or video footage
- If the individual does not cease call the local Police

### INCLUSION POLICY

Hervey Bay Netball Association is committed to being an inclusive organisation, where everyone has the opportunity to participate at a level appropriate to their ability. Participation in netball has the power to unite communities, empower individuals and break down barriers. All individuals will be treated equally, with dignity and respect to ensure that all people experience a safe and inclusive netball environment. Hervey Bay Netball Association Inclusion Policy aims to set a standard of equality and diversity within Insert Association Name. It aims to promote principals of equality and ensure respect and diversity is intrinsic to netball culture.

Hervey Bay Netball Association will endeavour to promote equality and diversity within all areas of the business. This will include but will not be limited to the promotion of netball to communities such as;



## HERVEY BAY NETBALL ASSOCIATION

- Culturally and linguistically diverse (CALD)
- Indigenous
- Individuals with a mental illness and/or disability

In addition to the promotion of netball programs, Hervey Bay Netball Association and persons bound by this Policy commit to ensuring all are educated in diversity, access and equity awareness and that Hervey Bay Netball Association policies and practises are reviewed regularly to ensure they meet the needs of the Queensland community more broadly.

### **ANTI-DISCRIMINATION AND HARASSMENT POLICY**

Hervey Bay Netball Association aims to provide a sporting environment where all those involved in netball activities are treated with dignity and respect. Hervey Bay Netball Association and persons bound by this policy recognise that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed.

Harassment is any type of behaviour that the other person does not want and is likely to make the person feel intimidated, insulted or humiliated. Harassment and discrimination can include:

- Abuse (physical; emotional; sexual; neglect and abuse of power).
- Bullying
- Humiliation
- Verbal abuse and insults

Discrimination occurs when someone is treated unfairly or less favourably than another person in the same or similar circumstances because of a particular personal characteristic. This is known as direct discrimination. Indirect discrimination occurs when a rule, policy or practice disadvantages one group of people in comparison with others, even though it appears to treat all people the same.

Hervey Bay Netball Association is responsible for taking all reasonable steps to prevent harassment and for ensuring this policy is communicated with its members.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this Policy, they may make an internal complaint, as per the Hervey Bay Netball Association Complaint Management Policy. In some circumstances they may also be able to make a complaint to an external organisation.

### **SEXUAL RELATIONSHIPS POLICY**

Hervey Bay Netball Association (where applicable and relevant) take the position that consensual relationships (whether or not of a sexual nature) between coaches or officials or athlete support personnel and the adult athletes they engage with (due to on-court netball involvement), whilst not necessarily constituting harassment, should be avoided as they can have harmful effects on the person involved, on other persons and on netball's public image.

These relationships can also be perceived to be exploitative due to the differences in authority, maturity, status and dependence between the athlete and coach, official, or athlete support personnel.



## HERVEY BAY NETBALL ASSOCIATION

Given there is always a risk that the relative power of the coach, official or athlete support personnel has been a factor in the development of such relationships, the coach, official, or athlete support personnel at all levels should avoid them. In the event that a player attempts to initiate an intimate relationship, the coach, official, and/or athlete support personnel must take personal responsibility for discouraging such approaches and explain the ethical basis for such actions.

The law is always the minimum standard for behaviour within netball and therefore sex with a child is a criminal offence.

### **PREGNANCY POLICY**

Hervey Bay Netball Association is committed to providing an inclusive sporting environment for pregnant women involved in netball. Hervey Bay Netball Association expects every person bound by this Policy to treat pregnant women with dignity and respect and to remove any unreasonable barriers to participation in netball that disadvantage them. Hervey Bay Netball Association will not tolerate any unlawful discrimination or harassment against pregnant women or women who may become pregnant. Hervey Bay Netball Association (where applicable and relevant) will advise pregnant women that there may be risks involved, and encourage them to obtain medical advice about those risks. Pregnant women should be aware that their own health and well-being, and that of their unborn children, are of utmost importance in their decision making about the extent and manner in which they participate in netball.

Hervey Bay Netball Association encourages all pregnant women to consult with their medical advisers, make themselves aware of the facts about pregnancy in sport, and ensure that they make informed decisions about participation in particular sporting activities, including netball.

A Pregnant Player should:

- Be aware that her own health, and the wellbeing of her unborn child, is of utmost importance in her decision about whether to continue playing sport.
- Obtain expert medical advice as to the risks associated with playing sport when pregnant. She should ensure she understands this advice and where necessary question the advice until she is sure she understands the risks taken in participating in netball.
- Have regular antenatal reviews with her doctor, including ongoing review of her exercise participation.
- Take into account her changed physical condition, use common sense and not take unnecessary risks.
- Remember that the ultimate decision to participate in netball will always be hers, whilst having regard to all the circumstances.

Hervey Bay Netball Association and its Affiliates should:

- Evaluate the precautions they can take to avoid harm to all players, including pregnant players.
- Be aware of Commonwealth, State and Territory anti-discrimination legislation and its application in netball and review the rules, regulations and Constitution of Hervey Bay Netball Association with respect to the relevant anti-discrimination legislation.
- Seek professional advice, (including medical and/or legal,) if a situation arises where it is not clear what steps should be taken in a given circumstance.



## HERVEY BAY NETBALL ASSOCIATION

- Ensure that the organisation's insurance (including public liability and player injury insurance) is up to date and that it provides appropriate cover.
- Promote adherence to the rules of the game.
- Create a playing environment that is reasonably safe for all players.

A Coach should:

- take reasonable measures to ensure that all athletes are aware of the issues related to participation in netball during pregnancy.
- respect and support the player's right to make her own decisions in relation to her participation or non participation in netball whilst pregnant.
- with the agreement of the player, advise the pertinent team/club/association/member organisation officials that you are coaching a pregnant player.

NOTE: Coaches, trainers and others who give pregnant athletes advice on how to train during their pregnancy must be very careful that they are not placing themselves in the position of medical experts. They should not speak outside their scope of knowledge as they could face legal action for negligent advice. A consultative approach between athlete, coach and medical expert is recommended.

The Match Officials should:

- Apply the rules governing the sport equally and fairly to all participants.

Other Players should:

- Respect and support a pregnant athlete in the same way as they would any other participant.

### **GENDER IDENTITY POLICY**

Hervey Bay Netball Association is committed to providing safe, fair and inclusive netball environments where people from all backgrounds can contribute and participate. People who identify as transgender or transsexual should be treated fairly and with dignity and respect at all times. This includes acting with sensitivity when a person is undergoing gender transition.

Hervey Bay Netball Association will not tolerate any unlawful discrimination or harassment against a person who identifies as transgender or transsexual or who is thought to be transgender or transsexual. Hervey Bay Netball Association recognise that the exclusion of transgender or transsexual people from participation in netball has significant implications for their health, well-being and involvement in community life. In general Hervey Bay Netball Association will support their participation in netball on the basis of the gender with which they identify.

Hervey Bay Netball Association recognise there is debate over whether a male to female transgender person obtains any physical advantage over other female participants. This debate is reflected in the divergent discrimination laws across the country. If issues of performance advantage arise Hervey Bay Netball Association will seek advice on the application of those laws in the particular circumstances.

Hervey Bay Netball Association note that drug testing procedures and prohibitions also apply to people who identify as transgender or transsexual. A person receiving treatment involving a prohibited



## HERVEY BAY NETBALL ASSOCIATION

substance or method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a Therapeutic Use Exemption.

### CYBERSAFETY POLICY

Bullying and harassment in all forms are regarded by Hervey Bay Netball Association as unacceptable. Bullying has the potential to cause great anxiety and distress to the person targeted by hurtful or derogatory comments or statements.

Hervey Bay Netball Association will not tolerate abusive, discriminatory, intimidating or offensive statements being made online or via information and communication technology devices. In some cases, bullying is a criminal offence.

Frustration at a Hervey Bay Netball Association umpire, official, teammate, coach or sporting body should never be communicated on social networking websites. These issues should instead be addressed – in a written or verbal statement or a complaint. Please refer to the Hervey Bay Netball Association Complaint Management Policy.

### What is Cyber Bullying?

"Cyber Bullying is a way of delivering covert psychological bullying. It uses information and communication technologies to support deliberate, repeated and hostile behaviour, by an individual or group that is intended to harm others" (Belsey 2007).

Cyber Bullying includes, but is not limited to, the following misuses of technology:

- harassing, teasing, intimidating or threatening another Registered Member by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or web site postings, irrespective of whether the post or message could be viewed by the wider public
- sending, receiving and/or possessing naked or sexually explicit images of a Registered Member.

Registered Members should:

- be aware that postings, comments and/or messages from their individual ICT account or mobile phone will remain the responsibility of the account owner unless the account owner can prove that their account had been accessed by an unauthorised person and by a method outside of their control
- be vigilant about the security of their account(s) and take all reasonable steps to protect themselves, for example, not sharing passwords or allowing others to log on to their individual accounts
- be aware that where a crime has been committed, they may be subject to a criminal investigation by Police over which Hervey Bay Netball Association will have no control. This particularly applies to 'sexting' where the Registered Member is in possession of an inappropriate sexualised image of a person under the age of 18 years

All reports of Cyber Bullying and other online or mobile telephone harassment will be investigated fully and may result in a notification to Police where Hervey Bay Netball Association is legally obliged to do so. A notification to Police by an individual will not override Hervey Bay Netball Association responsibility





## HERVEY BAY NETBALL ASSOCIATION

to fully investigate a complaint, if one has been lodged with Hervey Bay Netball Association, and such investigation will be conducted alongside any Police investigation.

Members of Hervey Bay Netball Association must not post or send inappropriate comments via the Internet or ICT about any Hervey Bay Netball Association Official, Affiliated Association, Affiliated Club, Umpire, Coach, Registered Member and/or Organising Body; where:

- if said in person during the conduct of a netball game, would result in disciplinary action being taken; or
- such posting would be in breach of this Member Protection Policy

### How to deal with breaches of this policy

If the content is of a sexually explicit nature, the Police should be informed immediately.

For all other instances of Cyber Bullying, the recipient and/or other person having knowledge of such behaviour, should print a copy of the material and immediately report the incident as per the Hervey Bay Netball Association Complaint Management Policy.

The recipient and/or other person having knowledge of such behaviour, should also report the abuse to the Internet site, if applicable, or the relevant telecommunications provider, in the case of mobile phone abuse.

### SOCIAL NETWORKING WEBSITES POLICY

Hervey Bay Netball Association acknowledges the enormous value of social networking websites, such as Facebook and Twitter, to promote netball and celebrate the achievements and success of the people involved in netball. Hervey Bay Netball Association expects all persons bound by this policy to conduct themselves appropriately when using social networking sites to share information related to netball.

Social media postings, blogs, status updates and tweets:

- Must not use offensive, provocative or hateful language.
- Must not be misleading, false or injure the reputation of another person.
- Should respect and maintain the privacy of others.
- Should promote netball in a positive way.

### NON-COMPLIANCE

It is a breach of this Policy for any Hervey Bay Netball Association employee, volunteer or persons bound by this policy to do anything contrary to this Policy, including but not limited to:

- Acting in a manner contrary to this Policy, including breaching the attached Codes of Behaviour.
- Bringing Hervey Bay Netball Association into disrepute, and/or acting in a manner likely to bring Hervey Bay Netball Association Affiliates into disrepute.
- Failing to follow Hervey Bay Netball Association policies (including this Policy) and procedures for the protection, safety and well-being of children and young people.
- Discriminating against, harassing or bullying (including cyber-bullying), any person.
- Victimising another person for making or supporting a complaint.



## HERVEY BAY NETBALL ASSOCIATION

- Engaging in a sexually inappropriate relationship with a person that she/he supervises, or has influence, authority or power over.
- Verbally or physically assaulting another person, intimidating another person, or creating a hostile environment within netball.
- Appointing or continuing to appoint a person to a role that involves working with children and young people contrary to this Policy.
- Disclosing Hervey Bay Netball Association information that is of a private, confidential or privileged nature to any unauthorised person/s and/or organisation/s.
- Making a complaint that they know to be untrue, vexatious, malicious or improper.
- Failing to comply with a penalty imposed after a finding where persons identified in this Policy have breached this policy.
- Failing to comply with a direction given to persons identified in this Policy as part of a disciplinary process.

Persons in position of authority (such as coaches, managers and committee members) are responsible for managing breaches of this Policy at the lowest level that is appropriate (as determined by the severity of the breach). Where there is uncertainty regarding how or who should manage the breach then it is to be referred to the Hervey Bay Netball Association Committee.

Action will be taken by Hervey Bay Netball Association against anyone who is found to be in breach of this policy, which includes the Codes of Conduct. This action will depend upon the severity of the case, and may involve:

- Training
- Counselling
- Suspension
- Dismissal
- Fine
- Any other forms of action deemed appropriate

In most instances, child protection matters will have to be referred to the police or a family services authority.

### **DISCIPLINARY MEASURES**

Hervey Bay Netball Association may impose disciplinary measures on an individual or organisation for a breach of this Policy.

Any disciplinary measure imposed will be:

- Fair and reasonable.
- Applied consistently with any contractual and employment rules and requirements.
- Be based on the evidence and information presented and the seriousness of the breach.
- Be determined in accordance with Hervey Bay Netball Association Constitution, Hervey Bay Netball Association policies and the rules of netball.



# HERVEY BAY NETBALL ASSOCIATION

## **FACTORS TO CONSIDER**

The form of discipline to be imposed on an individual or organisation will depend on factors such as:

- The nature and seriousness of the breach.
- If the person knew, or should have known, that the behaviour was a breach of this Policy.
- The person's level of contrition.
- The effect of the proposed disciplinary measures on the person including any personal, professional or financial consequences.
- If there have been any relevant prior warnings or disciplinary action.
- The ability to enforce discipline if the person is a parent or spectator (even if they are bound by the Policy).
- Any other mitigating circumstances.

## **AMENDMENT AND INTERPRETATION**

This Policy may be amended from time to time by Hervey Bay Netball Association Management Committee.

In the event any provision of this Policy is determined invalid or unenforceable, the remaining provisions shall not be affected. This Policy shall not fail because any part of this Policy is held invalid.

Except as otherwise stated herein, failure to exercise or enforce any right conferred by this Policy shall not be deemed to be a waiver of any such right nor operate so as to bar the exercise or enforcement thereof or of any other right on any other occasion.

## **COMPLAINTS PROCEDURES**

Hervey Bay Netball Association aims to provide an easy to use, confidential and trustworthy procedure for complaints based on the principles of natural justice.

Any person (complainant) may report a complaint about a person or persons bound by this Policy (respondent) if they feel they have been harassed, bullied or discriminated against or there has been a breach of this Policy.

The Hervey Bay Netball Association Complaint Management Policy sets out the processes involved in management of complaints related to breaches of this Member Protection Policy.

## **ATTACHMENTS**

The Hervey Bay Netball Association Codes of Behaviour – previously sited in a policy called 'Part A Codes of Behaviour', have been re-sited within this policy as attachments A1 to A10.



# HERVEY BAY NETBALL ASSOCIATION

## 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 **Hervey Bay Netball Association**.

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 **Hervey Bay Netball Association** 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 **Hervey Bay Netball Association** 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 **Hervey Bay Netball Association** 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 **Hervey Bay Netball Association** role-specific codes of behaviour and understand the repercussions if you breach, or are aware of any breaches of this Code of Behaviour.



# HERVEY BAY NETBALL ASSOCIATION

## ATTACHMENT A2: ADMINISTRATOR CODE OF BEHAVIOUR

In addition to *Hervey Bay Netball Association'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 *Hervey Bay Netball Association* 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.



# HERVEY BAY NETBALL ASSOCIATION

## ATTACHMENT A3: COACH CODE OF BEHAVIOUR

In addition to **Hervey Bay Netball Association'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 **Hervey Bay Netball Association** 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.

I have read and agree to abide by both the Hervey Bay Netball Association / Netball Queensland General Codes of Behaviour and the Coach Code of Behaviour.

### COACH

Name \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_



# HERVEY BAY NETBALL ASSOCIATION

## ATTACHMENT A4: JUNIOR PLAYER CODE OF BEHAVIOUR

In addition to **Hervey Bay Netball Association'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 **Hervey Bay Netball Association** 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).

I have read and agree to abide by both the Hervey Bay Netball Association / Netball Queensland General Codes of Behaviour and the Junior Player Code of Behaviour.

**PLAYER**

**PARENT NAME**

Name \_\_\_\_\_

\_\_\_\_\_

Parent Signature \_\_\_\_\_

Date \_\_\_\_\_



## HERVEY BAY NETBALL ASSOCIATION

### ATTACHMENT A5: SENIOR PLAYER CODE OF BEHAVIOUR

In addition to **Hervey Bay Netball Association'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 **Hervey Bay Netball Association** 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).

I have read and agree to abide by both the Hervey Bay Netball Association / Netball Queensland General Codes of Behaviour and the Junior Player Code of behaviour.

#### PLAYER

Name \_\_\_\_\_

Player Signature \_\_\_\_\_ Date \_\_\_\_\_





# HERVEY BAY NETBALL ASSOCIATION

## ATTACHMENT A6: UMPIRE CODE OF BEHAVIOUR

In addition to **Hervey Bay Netball Association'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 **Hervey Bay Netball Association** 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.

I have read and agree to abide by both the Hervey Bay Netball Association / Netball Queensland General Codes of Behaviour and the Junior Player Code of Behaviour.

**UMPIRE**

**PARENT NAME ( If umpire is U/18 )**

**Name** \_\_\_\_\_

**Parent Signature** \_\_\_\_\_ **Date** \_\_\_\_\_



# HERVEY BAY NETBALL ASSOCIATION

## ATTACHMENT A7: PARENT/ GUARDIAN CODE OF BEHAVIOUR

In addition to **Hervey Bay Netball Association'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 **Hervey Bay Netball Association** 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.

I have read and agree to abide by both the Hervey Bay Netball Association / Netball Queensland General Codes of Behaviour and the Junior Player Code of Behaviour.

### PARENT/ GUARDIAN 1

Name \_\_\_\_\_

Parent Signature \_\_\_\_\_ Date \_\_\_\_\_

### PARENT/ GUARDIAN 2

Name \_\_\_\_\_

Parent Signature \_\_\_\_\_ Date \_\_\_\_\_



## HERVEY BAY NETBALL ASSOCIATION

### ATTACHMENT A8: SPECTATOR CODE OF BEHAVIOUR

In addition to **Hervey Bay Netball Association'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 **Hervey Bay Netball Association** 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.



## HERVEY BAY NETBALL ASSOCIATION

### ATTACHMENT A9: BENCH OFFICIALS CODE OF BEHAVIOUR

In addition to **Hervey Bay Netball Association'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 **Hervey Bay Netball Association** in your role as a Bench 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.



# HERVEY BAY NETBALL ASSOCIATION

## ATTACHMENT A10: MEDIA CODE OF BEHAVIOUR

In addition to **Hervey Bay Netball Association'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 **Hervey Bay Netball Association** 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.