

## **MEMBER PROTECTION**

### **PART D – CODES OF BEHAVIOUR POLICY**

**Adopted by NSW Netball Association Ltd Board Meeting on  
15<sup>th</sup> April 2008**

**Amended by NSW Netball Association Ltd Board Meeting on  
20<sup>th</sup> April 2010**

## **TABLE OF CONTENTS**

	<i>Page</i>
1. Policy Statement.....	3
2. Overview .....	4
3. Attachment D1 – General Code of Behaviour .....	5
4. Attachment D2 – Administrator Code of Behaviour .....	6
5. Attachment D3 – Coach Code of Behaviour .....	7
6. Attachment D4 – Junior Player Code of Behaviour .....	9
7. Attachment D5 – Senior Player Code of Behaviour .....	10
8. Attachment D6 – Umpire Code of Behaviour .....	11
9. Attachment D7 – Parent/Guardian Code of Behaviour.....	13
10. Attachment D8 – Spectator Code of Behaviour .....	14
11. Attachment D9 – Media Code of Behaviour .....	15

## **POLICY STATEMENT**

*The Netball NSW Code of Behaviour Policy forms one part of the Netball NSW Member Protection Policy, and as such, should be read in conjunction with the Member Protection Policy.*

Netball NSW requires every individual and organisation bound by the Member Protection Policy to:

- Be ethical, fair and honest in all their dealings with other people and Netball NSW;
- Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- Always place the safety and welfare of children above other considerations;
- Comply with Netball NSW's constitution, rules and policies including this Member Protection Policy;
- Operate within the rules and spirit of the sport;
- Comply with all relevant Australian laws (Federal and State), particularly anti-discrimination and child protection laws;
- Be responsible and accountable for their conduct; and
- Abide by the relevant Netball Australia Role-Specific Codes of Behaviour.

## **OVERVIEW**

<b><i>ATTACHMENT D1</i></b>	<b><i>General Code of Behaviour</i></b>
<b><i>ATTACHMENT D2</i></b>	<b><i>Administrator Code of Behaviour</i></b>
<b><i>ATTACHMENT D3</i></b>	<b><i>Coach Code of Behaviour</i></b>
<b><i>ATTACHMENT D4</i></b>	<b><i>Junior Player Code of Behaviour</i></b>
<b><i>ATTACHMENT D5</i></b>	<b><i>Senior Player Code of Behaviour</i></b>
<b><i>ATTACHMENT D6</i></b>	<b><i>Umpire Code of Behaviour</i></b>
<b><i>ATTACHMENT D7</i></b>	<b><i>Parent/Guardian Code of Behaviour</i></b>
<b><i>ATTACHMENT D8</i></b>	<b><i>Spectator Code of Behaviour</i></b>
<b><i>ATTACHMENT D9</i></b>	<b><i>Media Code of Behaviour</i></b>

## **ATTACHMENT D1                    General Code of Behaviour**

As a person required to comply with this Policy, you must meet the following requirements in regard to your conduct during any activity or event held or sanctioned by Netball NSW or District/League Associations.

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Make a commitment to providing a quality service.
4. Be aware of, and maintain an uncompromising adherence to Netball NSW's standards, rules, regulations and policies.
5. Operate within the rules of the sport including national and state guidelines which govern Netball Australia, Netball NSW and District/League Associations.
6. Do not use your involvement with netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball NSW and/or District/League Associations.
7. 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.
8. Avoid unaccompanied and unobserved activities with persons under 18 years of age, whenever possible.
9. Refrain from any behaviour that may bring Netball Australia, Netball NSW and/or District/League Associations into disrepute.
10. Provide a safe environment for the conduct of activities.
11. Show concern and caution towards others who may be sick or injured.
12. Be a positive role model.
13. Understand the repercussions if you breach, or are aware of any breaches of this Code of Behaviour.

## **ATTACHMENT D2 Administrator Code of Behaviour**

In addition to Netball NSW's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Netball NSW or a District/League 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) emphasise fair play in netball activities and games.
10. Where appropriate, distribute a Code of Behaviour sheet to coaches, umpires, players, parents and spectators.
11. Do not interfere with the progress and/or conduct of a game unless called on to do so by another official.

## **ATTACHMENT D3            Coach Code of Behaviour**

In addition to Netball NSW's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Netball NSW or a District/League Association, in your role as a coach.

1. Treat all players with respect at all times.
  - Be honest and consistent with them.
  - Honour all promises and commitments, both verbal and written.
2. Promote a climate of mutual support among your players.
  - Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
3. Encourage and facilitate players' independence and responsibility for their own:
  - Behaviour,
  - Performance,
  - Decisions, and
  - Actions.
4. Involve the players in decisions that affect them.
5. Determine, in consultation with the players, what information is confidential and respect that confidentiality.
6. Provide feedback to players in a caring and sensitive manner according to their needs. Avoid overly negative feedback.
7. Refrain from any form of personal abuse towards your players. This includes:
  - Verbal, physical and emotional abuse.
  - Be alert to any forms of abuse directed toward your players from other sources while they are in your care. (Abide by the Netball NSW Member Protection Policy).
8. Refrain from any form of harassment towards your players.
  - Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, and other condition. (Abide by the Netball NSW Member Protection Policy).
9. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
10. Avoid situations with your players that could be construed as compromising.
11. At all times use appropriate training methods, which will benefit the players and avoid those which could be harmful.
  - Ensure that the tasks, training, equipment and facilities are safe and suitable for age, experience, ability and physical and psychological conditions of the players.
12. Ensure the players time spent with you is a positive experience.
  - All players are deserving of equal attention and opportunities.
  - Provide training and game opportunities that ensure everyone has a reasonable chance to succeed and to improve/acquire skills and develop confidence.

13. Actively discourage the use of:
  - Performance enhancing drugs, and
  - The use of illegal substances (abide by the Netball NSW Anti-Doping Policy).
14. Recognise individual differences in players and always think of the player's long-term best interests.
15. Set challenges for each player which are both achievable and motivating.
16. Respect the fact that your goal as a coach for the player may not always be the same as that of the player.
  - Aim for excellence based upon realistic goals and due consideration for the participant's growth and development.
17. At all times act as a role model that promotes the positive aspects of sport and of netball by maintaining the highest standards of personal conduct and projecting a favourable image of netball and of coaching at all times.
18. Recognise your player's rights to consult with other coaches and advisers.
  - Cooperate fully with other specialists (e.g. sports scientists, doctors, physiotherapists etc).
19. Do not exploit any coaching relationship or information gained through Netball NSW programs, to further personal, political or business interests.
20. Encourage players and coaches to develop and maintain integrity in their relationship with others.
21. Respect other coaches and always act in a manner characterised by courtesy and good faith.
22. When asked to coach, ensure that any previous coach-player relationship has been ended in a professional manner.
23. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
  - Know and abide by netball rules, regulations and standards, and encourage players to do likewise.
  - Accept both the letter and the spirit of the rules.
24. Be honest and ensure that qualifications are not misrepresented.
25. Make a commitment to providing a quality service to your players.
  - Provide a training program, which is planned and sequential.
  - Maintain or improve your current coaching accreditation, seek continual improvement through performance appraisal and ongoing coach education and be open to other people's opinions.
26. Do not interfere with the progress and/or conduct of a game unless called on to do so by another official.



## **ATTACHMENT D4                  Junior Player Code of Behaviour**

In addition to Netball NSW'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 NSW or a District/League Association, in your role as a 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. Cooperate 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 (e.g. drug use).
9. Respect and acknowledge the contribution of those who create the opportunity for you to play.
  - Volunteers (scorers, coaches, timekeepers, administrators and umpires).
10. Do not interfere with the progress and/or conduct of a game.

## **ATTACHMENT D5          Senior Player Code of Behaviour**

In addition to Netball NSW'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 NSW or a District/League Association, 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 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 (e.g. drug use).
12.     Do not interfere with the progress and/or conduct of a game.

## **ATTACHMENT D6      Umpire Code of Behaviour**

In addition to Netball NSW'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 NSW or a District/League Association, in your role as an umpire.

1. Treat all players with respect at all times.
2. Accept responsibility for all actions taken.
  - Exercise reasonable care to prevent injury by ensuring players play within the rules.
  - Reasonable care consists of advising the players of illegal body movements, showing due diligence in detecting infringements and penalising rule breakers.
3. Place the safety and welfare of the players above all else.
  - Although it is the responsibility of umpires to ensure that the playing conditions are safe, in the end it is the District/League Association's decision.
  - If a court supervisor or equivalent is appointed and present at the match they would decide whether the game should commence or continue and deal with any emergencies relating to a safe environment or anticipate any foreseeable dangers and deal with it appropriately.
  - If no such person is present, you should make a decision as to whether the match should commence or continue due to adverse conditions, safe environment or foreseeable dangers.
4. Umpires must be impartial and maintain integrity in their relationship with other umpires, players and coaches.
5. Avoid situations which may lead to a conflict of interest.
6. Be courteous, respectful and open to discussion and interaction.
7. Value the individual in sport.
  - Ensure the players have the opportunity for discussion with you after the match.
8. Seek continual self-improvement through study, performance appraisal and regular updating of competencies.
  - Maintain or improve your current badge level and seek continual improvement.
9. Encourage inclusiveness and access to all areas of officiating.
  - Aim for excellence based upon realistic goals and due consideration for growth and development.
10. Be a positive role model in behaviour and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of netball and umpiring at all times.
11. Refrain from any form of personal abuse towards players.
  - This includes verbal, physical and emotional abuse.
  - Be alert to any forms of abuse directed towards the players from other sources while they are playing.
  - Abide by the Netball NSW Member Protection Policy.

12. Refrain from any form of harassment towards players. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, and other conditions (Abide by the Netball NSW Member Protection Policy).
13. Show concern and caution towards ill and injured players. You should enforce the blood rule and apply procedures regarding ill or injured players according to the rulebook. Commonsense must be applied in all cases.
14. Do not interfere with the progress and/or conduct of a game unless called on to do so by another official.

## **ATTACHMENT D7      Parent/Guardian Code of Behaviour**

In addition to Netball NSW'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 NSW or a District/League 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 always play 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 judgement 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.
13. Do not interfere with the progress and/or conduct of a game.

## **ATTACHMENT D8 Spectator Code of Behaviour**

In addition to Netball NSW'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 NSW or a District/League Association, in your role as a spectator.

1. Remember that young people participate in sport for their enjoyment and benefit, not yours.
2. Applaud good performance and efforts by all individuals and teams. When watching a game congratulate all participants on their performance regardless of the game's outcome.
3. Respect the decisions of umpires and coaches. If there is a disagreement, follow the appropriate procedure in order to question the decision and teach young people to do likewise.
4. Never ridicule or scold a young player for making a mistake. Positive comments are motivational.
5. Condemn the use of violence in any form, be it by coaches, players, umpires, administrators or other 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 official decisions, and develop your own knowledge of the rules.
8. Demonstrate appropriate social behaviour by refraining from using foul language and harassing administrators, coaches, players or umpires.
9. Support the use of age appropriate development activities and modified rules.
10. Do not interfere with the progress and/or conduct of a game.

## **ATTACHMENT D9                      Media Code of Behaviour**

In addition to Netball NSW'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 NSW or a District/League 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 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.