

Norths Policy Document

CODE OF CONDUCT

Policy Number:	NGBC – 1	Effective Date:	24 May 2021
Document Owner:	Club Committee	Review Date:	As required by Committee
("NGBC" means Norths Gungahlin Basketball Club as per the Constitution.)			

OBJECTIVE

To articulate expectations in regard to the conduct of people involved with the Norths Basketball Club.

BACKGROUND

It is a condition of entry to all basketball facilities that players, coaches, managers, parents and spectators must abide by Basketball ACT's code of conduct which is available from <https://www.basketballact.com.au/Code-of-Conduct.pdf>

In addition to Basketball ACT's code of conduct, Norths has adopted its own expectations in regard to the conduct of people involved with the club to improve the experience of basketball for all. These expectations are detailed below.

This policy applies to persons that are involved in activities that are undertaken under the auspices of the Norths Basketball Club. These activities include competition, training, social functions, committee meetings, charity/fundraising activities.

Any person who participates in an activity undertaken or provided by the Norths Basketball Club automatically accepts to abide by the requirements of this policy.

POLICY

Players Code of Conduct

Players are required to meet the following requirements with regard to their conduct:

- Play by the rules.
- Treat all team mates, coaches, managers, game officials and opposition players with respect.
- Treat all players as you would like to be treated. Do not interfere with, bully, or take unfair advantage of another player.
- Control your temper. Verbal abuse of officials or other players, deliberately distracting or provoking an opponent is not acceptable or permitted in basketball.
- Be prepared to be challenged and step outside your comfort zone in order to develop.
- Accept new team mates, training methods and playing roles with enthusiasm.

- Give 100% effort at every training and game.
- Be attentive and listen to any instruction provided by your coach, manager or referee.
- Co-operate with your coach, team mates and opponents. Without them there would be no competition.
- Avoid use of inappropriate, offensive or derogatory language based on gender, race or impairment.
- Realise that there are consequences for breaches of these Codes of Conduct.

Parents/Guardians/Supporters Code of Conduct

Norths understand that parents and guardians want to do everything possible to ensure their children enjoy a positive basketball experience. Likewise, with partners and supporters of senior players. The Club requires your assistance to ensure this can be achieved by:

- Showing appreciation and respect of volunteer coaches, managers, officials and administrators. Without them, your child/partner could not participate.
- Refrain from coaching your child from the sideline. This only confuses your child and could undermine the plays/outcome the coach is trying to achieve.
- Remember that children play sport for their enjoyment, not yours.
- Encourage children to make decisions in the best interest of their sport.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children to always participate according to the rules.
- Never ridicule or yell at any child/player for making a mistake.
- Remember that children learn best by example. Applaud good plays by all teams.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect official's decisions and teach children to do likewise.
- Do not use violence, harassment or abuse in any form (ie. do not use foul language, sledges or harass players, coaches, officials or other spectators).
- Be prepared to be responsible for your actions.

Coaches Code of Conduct

All Team Coaches are volunteers appointed by the Club. The focus for coaches is on developing players both as individuals and as a team. Winning is not the goal, winning is the product of good development. Norths is all about developing every player, regardless of ability, to improve, to have fun and gain a greater passion for the game.

Coaches are required to meet the following requirements with regard to their conduct:

- Motivate and challenge players to give their best, teach the technical skills of basketball and be fair and consistent.
- Exhibit conduct in a dignified manner relating to emotions, language, attitude, actions and punctuality at all times so as not to damage the reputation of the Club.

- Display conduct that reflects positively on the Club at all times.
- Develop team respect for the ability of opponents as well as for the judgement of referees, officials and opposing coaches.
- Display control and professionalism and respect the rights, dignity and worth of every person you have contact with during the implementation of the program including; opponents, other coaches, officials, administrators, parents, athletes, and spectators.
- Refrain from physical contact with athletes except where necessary for the development of the athletes' skill/s or athletic ability.
- Avoid use of inappropriate, offensive or derogatory language based on gender, race or impairment.
- Encourage and teach ethical, aggressive and fair play, while stressing good sportsmanship at all times. Teach to play hard but fair.
- Encourage players to participate. This applies to both training and games and includes giving fair court time to all players. All junior players must be given a minimum of 30% court time each game although in social grades it is expected that court time be spread evenly across the team.
- Be a positive role model for both the players and their parents/guardians/partners within your team. Your behaviour is the benchmark for players and spectators to follow.
- Be familiar with and abide by the Basketball ACT's Competition Rules and By-Laws, which is available from https://www.basketballact.com.au/competition_policies
- Realise that there are consequences for breaches of these Codes of Conduct.

Managers Code of Conduct

Team Managers are volunteers appointed by the Club. They are responsible for a myriad of duties, most of which revolve around the health and well-being of players. Team Managers will also act as liaison between coaches, parents and players. Team Managers are required to meet the following requirements with regard to their conduct:

- Establish a good rapport with player parents/guardians/partners.
- Liaise closely with the team coach and the Norths Junior Coordinator/Senior Coordinator as relevant.
- Provide general support for players and coaches at all competition events.
- Display conduct that reflects positively on the Club at all times.
- Refrain from any behaviour that may bring the Club into disrepute.
- Be a positive role model for both the players and their parents/guardians/partners within your team. Your behaviour is the benchmark for players and spectators to follow.
- Avoid use of inappropriate, offensive or derogatory language based on gender, race or impairment.

- Ensure everyone associated with your team (coach, players, parents/guardians and spectators) are aware of the Club's codes of conduct.
- Realise that there are consequences for breaches of these Codes of Conduct.

Working With Vulnerable People (WWVP) Compliance

All persons engaged in a regulated activity as defined by the Working with Vulnerable People (WWVP) Scheme must have a current WWVP registration card if they are in a position with the Club that requires it.

Respect for Volunteers

All coaches, managers, and members of the Club Committee are volunteers who give a huge amount of their own free time and put aside many personal priorities to run the Club for free and give children and adults interested in playing basketball an opportunity to play in ACT basketball competitions.

We expect that all people involved with the Club show full respect for our volunteer staff for the especially important and selfless job they do.

BREACH OF NORTHS CODE OF CONDUCT

Behaviours considered breaches of this Code of Conduct include but are not limited to the following:

- Violent or abusive behaviour towards another person.
- Vilification of any kind towards another person.
- Discrimination against another person based on their age, gender or sexual orientation.
- Discrimination against another person based on their race, culture, religion or any other personal characteristic.
- Sexual harassment or intimidation of another person.
- Victimisation of another person for exercising their rights through the code.
- Use of inappropriate, offensive or derogatory language based on gender, race or impairment.

If a breach of this Code of Conduct is reported or found to have taken place the Club Committee has the authority to impose penalties, sanctions or disciplinary action as determined by the Club Committee.

Penalties that may be imposed by the Committee under this policy include but are not limited to the following:

- **Gross breach of this Policy**
Maximum penalty: 6 weeks suspension
- **Conduct which brings the Norths Basketball Club into disrepute**
Maximum penalty: 26 weeks suspension
- **Offensive language (which may include abusive, obscene, discriminatory, or insulting language)**
Maximum penalty: 10 weeks suspension

- **Violent or abusive behaviour towards another person**
Maximum penalty: 10 weeks suspension
- **Striking another person**
Maximum penalty: 52 weeks suspension
- **Putting a person in fear of impending violence**
Maximum penalty: life-time suspension
- **Deliberately endangering the safety, health, of other club participants**
Maximum penalty: life-time suspension
- **Failure to co-operate in or hindering an investigation or hearing under this policy.**
Maximum penalty: 20 weeks suspension

BREACH OF BASKETBALL ACT RULES AND PROCEDURES

If any person involved with the Norths Basketball Club is suspended by Basketball ACT from participating in Basketball ACT activities, the person will also be suspended from participating in Norths activities for the equivalent time of suspension imposed by Basketball ACT.

In addition, the Norths Club Committee will have the authority to impose additional penalties, issued on a scale of increasing severity as per the following framework (per season):

- At the point of time a person receives a third notice of suspension from Basketball ACT activities in the same season, Norths may also apply an additional suspension to that person from Norths activities. The period of additional suspension will be at the discretion of the Norths Club Committee.
- At the point of time a person receives a fourth notice of suspension from Basketball ACT activities in the same season, the person will be suspended from Norths activities for the remainder of the season.

Breaches will accumulate across junior and senior competitions and will also include representative matches. For example, a player, coach or team manager who incurs two breaches in juniors, one breach in seniors and one in an ACT representative match will be suspended for the remainder of the season as this will constitute four breaches in total.

DISPUTE RESOLUTION

Disputes relating to any matter contained in this policy document should be referred to the Club at President@northsbasketball.com.au. If necessary, the matter may be referred to the Club Committee for final resolution. Decisions by the Club Committee will be final.

RELATED DOCUMENTS

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AUTHORISATION

Through Resolution by Norths Basketball Club Committee on 23 May 2021