



Sport UNE

Netball Competition

Code of Behaviour Policy

2024

Table of Contents

Purpose of Policy	1
When does this policy apply?	1
Breach of this policy.....	1
Role specific codes of behaviour.....	1
General codes of behaviour.....	2
Player Code of behaviour	3
Coach Code of behaviour	4
Umpire Code of behaviour	5
Administrator Code of behaviour	6
Parent/Guardian or Spectator Code of behaviour	7
Appendix A – Disciplinary Measures	8

1 Purpose of Policy

1.1 SportUNE seeks to provide a safe, fair and inclusive environment for everyone involved in Netball and the greater SportUNE community.

1.2 To achieve this, SportUNE require certain standards of behaviour of players/athletes, coaches, officials, administrators, parent/guardians (of child participants) and spectators.

1.3 The Codes of Behaviour are underpinned by the following 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 When does this Policy Apply?

2.1 The codes of behaviour apply to the following people whether or not they are operating in a paid or unpaid/voluntary capacity in SportUNE or as an affiliate:

- Individual members of SportUNE and/or affiliates;
- Individuals who are members of committees and sub-committees of SportUNE or Affiliates;
- All employees, volunteers, independent contractors and other workplace participants;
- Any other person or organisation that is a member or affiliated to SportUNE;
- Any person who is a participant in a Netball activity;
- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible; and
- Any other person who has agreed to be bound by this policy.

2.2 The codes of behaviour apply to each of the above persons at all times during Netball activities sanctioned or controlled by SportUNE and/or affiliates and at all times when acting in any capacity, whether voluntary or paid, on behalf of SportUNE or an affiliate.

3 Breach of this Policy

3.1 Any alleged breach of the codes of behaviour should be managed using the process outlines in the appendix of this document.

4 Role Specific Codes of Behaviour

4.1 In addition to the general codes of behaviour, SportUNE has developed role-specific codes of behaviour. These codes are as follows:

- Player code of behaviour
- Coach code of behaviour

- Umpire code of behaviour
- Administrator code of behaviour
- Parent/Guardian/Spectator code of behaviour

5 General Code of Behaviour

As a person required to comply with this policy, you are to meet the following requirements in regard to your conduct during any Netball activity sanctioned by SportUNE or an affiliate.

- 5.1 Respect the rights, dignity and worth of all people involved in Netball regardless of their gender, ability, cultural background, religion or any other personal characteristic.
- 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 with the rules and spirit of Netball.
- 5.5 Do not use your involvement with Netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of SportUNE.
- 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 healthy safety and child protection laws.
- 5.10 Refrain from any behaviour that may bring SportUNE or affiliates into disrepute
- 5.11 Provide a safe environment for the conduct of Netball activities.
- 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 SportUNE role-specific codes of behaviour and understand the consequences if you breach, or are aware of any breaches of this code of behaviour.

6 Player Code of Behaviour

In addition to SportUNE's General code of Behaviour, you are to meet the following requirements with regard to your conduct during any Netball activity sanctioned by SportUNE or an affiliate. In your role as a player you are to:

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

7 Coach Code of Behaviour

In addition to SportUNE's code of behaviour, you are to meet the following requirements with regard to your conduct during any Netball activity sanctioned by SportUNE or an affiliate. In your role as 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 aspect 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 objectively, 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.

8 Umpire Code of Behaviour

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

- 8.1 Umpire in accordance with the official rules of netball (as modified by SportUNE and/or affiliates from time to time)
- 8.2 Treat all players, coaches, and other umpires/officials with respect.
- 8.3 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.
- 8.4 Maintain a high standard of personal behaviour at all times.
- 8.5 Be a positive role model through behaviour and personal appearance projecting a favourable image of Netball and umpiring at all times.
- 8.6 Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.
- 8.7 Be courteous, respectful and open to discussion and interaction with other Netball participants.
- 8.8 Maintain or improve your current performance level and see continual improvement.
- 8.9 Be honest and do not allow your qualifications/accreditation to be misrepresented.

9 Administration Code of Behaviour

In addition to SportUNE's general code of behaviour, you are to meet the following requirements with regard to your conduct during any Netball activity sanctioned by SportUNE or an affiliate. In your role as an administrator you are to:

- 9.1 Be fair, considerate and honest in all dealings with others.
- 9.2 Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
- 9.3 Resolve conflicts fairly and promptly through established procedures.
- 9.4 Maintain strict impartiality.
- 9.5 Be aware of and comply with your legal responsibilities, including those under anti-discrimination, child protection and occupational health and safety legislation.
- 9.6 Develop a positive Netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
- 9.7 Involve relevant stakeholders in the planning, evaluation, leadership and decision-making related to Netball programs and events.
- 9.8 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 levels of the participants.
- 9.9 Encourage everyone (administrators, coaches, players, umpires, parents, spectators and sponsors) to emphasise fair play in Netball activities and games.
- 9.10 Where appropriate, distribute the codes of behaviour to coaches, umpires, players, parents, spectators and media.

10 Parent/Guardian/Spectator Code of Behaviour

In addition to SportUNE's General code of behaviour, you are to meet the following requirements with regard to conduct during any Netball activity sanctioned by SportUNE or an affiliate. As a parent/guardian or spectator you are to:

- 10.1 Encourage players to participate but do not force them
- 10.2 Focus upon a player's efforts and performance rather than the overall outcome of the event. This assists players in setting realistic goals related to their ability by reducing the emphasis on winning.
- 10.3 Teach players that an honest effort is as important as winning, so that the result of each game is accepted without undue disappointment.
- 10.4 Encourage players to always play according to the rules.
- 10.5 Be a model of good sports behaviour for players to copy. Applaud good play by all players.
- 10.6 Never ridicule or yell at a player for making a mistake or losing a game.
- 10.7 Respect the decision of the umpires. Encourage players to play according to the rules and officials' decisions, and develop your own knowledge of the rules. 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, umpires and all other parents, guardians and spectators. Teach players to do the same.
- 10.11 Support the use of age appropriate development activities and modified rules.
- 10.12 Condemn the use of violence in any form, be it by administrators, coaches, players, umpires or other spectators.
- 10.13 Acknowledge that a breach of this code of behaviour may result in disciplinary action being taken against other members in connection with your behaviour (where applicable). This may include expulsion from game(s), suspension or termination of membership.

Appendix A.

1. Disciplinary Measures.

- 1.1 SportUNE or affiliates may impose disciplinary measures on an individual or organisation for a breach of this policy.
- 1.2 SportUNE or affiliates will seek to ensure that any disciplinary measure is imposed is:
 - 1.2.1 Fair and reasonable
 - 1.2.2 Applied consistently with any contractual and legal requirements
 - 1.2.3 Based on the evidence and information presented and the seriousness of the breach
 - 1.2.4 Determined in accordance with the relevant constitution, by laws, this policy and/or the rules of Netball
- 1.3 If a finding is made that an individual or affiliate has breached this policy, consideration may be given to issuing a sanction(s) which may include (but is not limited to) the following:
 - 1.3.1 A recommendation that the individual or affiliate make a verbal and/or written apology.
 - 1.3.2 A written warning indicating that further breaches, and result in a more serious sanction(s)
 - 1.3.3 A direction that the individual attend counselling to address their behaviour.
 - 1.3.4 A withdrawal of any awards, scholarships, placings, records, achievement bestowed in any tournaments, activities or events held or sanctioned by SportUNE or affiliates.
 - 1.3.5 A demotion or transfer of the individual to another location, role or activity.
 - 1.3.6 A suspension of the individual's membership or participation or engagement in a role or activity.
 - 1.3.7 Termination of the individual's membership, appointment or engagement or a recommendation to SportUNE that the individual's membership be revoked.
 - 1.3.8 In the case of a coach or official, a direction that the relevant body deregister the coach or official for a period of time or permanently.
 - 1.3.9 Any other form of discipline that the decision maker considers appropriate.
- 1.4 Factors to consider
 - 1.4.1 The form of discipline to be imposed on an individual or organisation may depend on factors such as:
 - 1.4.1.1 The nature and seriousness of the breach

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