



netball
NEW SOUTH WALES

Netball NSW

Code of Behaviour Policy

Adopted by New South Wales Netball Association Ltd at its Board Meeting and effective as at 15 February 2022

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1. PURPOSE OF POLICY

- 1.1 Netball NSW and Affiliates seek to provide a safe, fair and inclusive environment for everyone involved in Netball.
- 1.2 To achieve this, Netball NSW and Affiliates require certain standards of behaviour of players/athletes, coaches, officials, administrators, parents/guardians (of Child participants) and spectators.
- 1.3 The Codes of Behaviour are underpinned by the following core values:
 - To act within the rules and spirit of Netball.
 - To display respect and courtesy towards everyone involved in Netball and prevent discrimination, bullying and sexual harassment.
 - To prioritise the safety and well-being of Children and Young People involved in Netball.
 - To encourage and support opportunities for participation in all aspects of Netball.

2. DEFINITIONS

Affiliate means a Premier League Licensee, a Netball Association, or a Netball Club, howsoever described, whether incorporated, unincorporated, a company limited by guarantee, or otherwise, which is a member of Netball NSW.

Child (Young Person) means a person under 18 years of age.

Individual Member (Member) means a natural person who is a registered financial member of Netball NSW or an Affiliate.

Member Protection Policy (MPP) means the Netball NSW Member Protection Policy as amended from time to time.

Netball means the sport of game played under the World Netball Rules of Netball as adopted or amended from time to time by Netball NSW or an Affiliate.

Netball Activity means Netball competitions, matches, training and/or events organised, controlled or sanctioned by Netball NSW and/or its Affiliates.

Netball NSW means the New South Wales Netball Association Limited.

Participant means a person who participates, including but not only as official, coaches, players or umpires, parents, guardians and spectators in a Netball Activity.

Procedures means the Attachment B to the Netball NSW Member Protection Policy – Complaint Handling Procedures.

3. WHEN DOES THIS POLICY APPLY?

3.1 The Codes of Behaviour apply to the following people whether or not they are operating in a paid or unpaid/voluntary capacity in Netball NSW or as an Affiliate:

- Individual Members of Netball NSW and/or Affiliates, including service award holders and life members;
- Individuals who are members of Boards, committees and sub-committees of Netball NSW or Affiliates;
- All employees, volunteers, independent contractors and other workplace participants;
- Any other person or organisation that is a member of or affiliated to Netball NSW;
- 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.

3.2 The Codes of Behaviour applies to each of the above persons at all times during Netball Activities sanctioned or controlled by Netball NSW and/or Affiliates and at all times when acting in any capacity, whether voluntary or paid, on behalf of Netball NSW or an Affiliate.

4. BREACH OF THIS POLICY

4.1 Any alleged breach of the Codes of Behaviour should be managed using the process outlined in the Netball NSW Member Protection Policy – Attachment B (Complaints Handling Procedures).

4.2 A list of related Netball NSW policies which may be considered when dealing with an alleged breach of the Codes of Behaviour are listed below:

- Netball NSW Member Protection Policy
- Netball NSW Grievance and Dispute Resolution Policy
- Netball NSW Disciplinary Policy
- Netball NSW Pregnancy Policy
- Netball NSW Social Media Policy
- Netball NSW Photography Policy

5. ROLE SPECIFIC CODES OF BEHAVIOUR

5.1 In addition to the General Code of Behaviour, Netball NSW 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
- Officials Code of Behaviour
- Parent/Guardian/Spectator Code of Behaviour

6. 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 Netball NSW or an Affiliate.

- 6.1. 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.
- 6.2. Be ethical, fair, considerate and honest in all dealings with others.
- 6.3. Make a commitment to providing a quality service.
- 6.4. Operate within the rules and spirit of Netball including national and state guidelines, and policies which govern Netball NSW and Affiliates.
- 6.5. Do not use your involvement with Netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball NSW or Affiliates.
- 6.6. 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.
- 6.7. Always place the safety and welfare of children above other considerations.
- 6.8. Avoid unaccompanied and unobserved activities with persons under 18 years of age, whenever possible.
- 6.9. Comply with all relevant Australian laws (Commonwealth and State), particularly anti-discrimination, occupational health and safety and child protection laws.
- 6.10. Refrain from any behaviour that may bring Netball NSW or Affiliates into disrepute.
- 6.11. Provide a safe environment for the conduct of Netball Activities.
- 6.12. Show concern and caution towards others who may be sick or injured.
- 6.13. Be a positive role model.
- 6.14. Be responsible and accountable for your conduct.
- 6.15. Abide by the relevant Netball NSW role-specific codes of behaviour and understand the consequences if you breach, or are aware of any breaches of this Code of Behaviour.

7. PLAYER CODE OF BEHAVIOUR

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

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

8. COACH CODE OF BEHAVIOUR

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

- 8.1. Operate within the rules and spirit of Netball, promoting fair play.
- 8.2. Develop a positive Netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
- 8.3. Support opportunities for participation in all aspects of the sport.
- 8.4. Treat each person as an individual. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- 8.5. Display control, courtesy and respect to all involved with Netball.
- 8.6. Respect the decisions of umpires, officials, other coaches and administrators in the conduct of Netball programs and competitions.
- 8.7. 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.
- 8.8. 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.
- 8.9. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- 8.10. Ensure your decisions and actions contribute to a safe environment. Place the safety and welfare of the players above all else.
- 8.11. Ensure your decisions and actions contribute to an environment free of sexual harassment, bullying, discrimination and victimisation.
- 8.12. Any physical contact with a player should be appropriate to the situation and necessary for the player's skill development.
- 8.13. Adopt and display responsible behaviour in relation to alcohol and other drugs.
- 8.14. Be honest and do not allow your qualifications/accreditation to be misrepresented.

9. UMPIRE CODE OF BEHAVIOUR

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

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

10. ADMINISTRATOR CODE OF BEHAVIOUR

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

- 10.1. Be fair, considerate and honest in all dealings with others.
- 10.2. Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
- 10.3. Resolve conflicts fairly and promptly through established procedures.
- 10.4. Maintain strict impartiality.
- 10.5. Be aware of and comply with your legal responsibilities, including those under anti-discrimination, child protection and occupational health and safety legislation.
- 10.6. Develop a positive Netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
- 10.7. Involve relevant stakeholders in the planning, evaluation, leadership and decision-making related to Netball programs and events.
- 10.8. 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.
- 10.9. Encourage everyone (administrators, coaches, players, umpires, parents, spectators, sponsors and physicians) to emphasise fair play in Netball activities and games.
- 10.10. Where appropriate, distribute the Codes of Behaviour to coaches, umpires, players, parents, spectators and the media.

11. OFFICIALS CODE OF BEHAVIOUR

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

- 11.1. Officiate in accordance with the Official Rules of Netball and Event/Competition Guidelines.
- 11.2. Treat all players, coaches, umpires and other officials with respect.
- 11.3. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- 11.4. Be consistent and impartial when making decisions.
- 11.5. Maintain a high standard of personal behaviour at all times.
- 11.6. Be a positive role model through behaviour and personal appearance projecting a favourable image of Netball and officiating at all times.
- 11.7. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.
- 11.8. Be courteous, respectful and open to discussion and interaction.
- 11.9. Maintain or improve your current performance level and seek continual improvement.
- 11.10. Be honest and do not allow your qualifications/accreditation to be misrepresented.

12. PARENT/GUARDIAN/SPECTATOR CODE OF BEHAVIOUR

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

- 12.1. Encourage players to participate but do not force them.
- 12.2. 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.
- 12.3. Teach players that an honest effort is as important as winning, so that the result of each game is accepted without undue disappointment.
- 12.4. Encourage players to always play according to the rules.
- 12.5. Be a model of good sports behaviour for players to copy. Applaud good play by all players.
- 12.6. Never ridicule or yell at a player for making a mistake or losing a game.
- 12.7. Respect the decision of the umpires. Encourage players to play according to the rules and official decisions, and develop your own knowledge of the rules. If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgement and honesty in public.
- 12.8. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.
- 12.9. 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.
- 12.10. Be courteous in communication with administrators, coaches, players, umpires and all other parents, guardians and spectators. Teach players to do the same.
- 12.11. Support the use of age appropriate development activities and modified rules.
- 12.12. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires, or other spectators.
- 12.13. 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.