



CODE OF CONDUCT POLICY FOR PLAYERS, COACHES, PARENTS, UMPIRERS and SPECTATORS

1. PURPOSE OF POLICY

1.1 The ESCPSNA committee seek to provide a safe, fair and inclusive environment for everyone to be able to play Netball within the competition.

1.2 To achieve this, ESCPSNA require certain standards of behaviour of players/athletes, coaches, parents/guardians (of Child participants) and spectators.

1.3 The Codes of Behaviour are supported 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 give all players the opportunity to play netball in a safe and fun environment.
- 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 they are operating in a paid or unpaid/voluntary capacity in ESCPSNA:

- All employees, volunteers, independent contractors.
- 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

2.2 The Codes of Behaviour always applies to each of the above persons during Netball Activities sanctioned or controlled by ESCPSNA Committee and at all times when acting in any capacity, whether voluntary or paid, on behalf of ESCPSNA.

3. BREACH OF THIS POLICY

3.1 Any alleged breach of the Codes of Behaviour should be managed through the ESCPSNA feedback process – written feedback to the judiciary officer - through the umpires office, back of score sheet with contact details or to the website escpsnanetball@gmail.com

4. ROLE SPECIFIC CODES OF BEHAVIOUR

4.1 In addition to the General Code of Behaviour, ESCPSNA has developed role-specific Codes of

Behaviour. These codes are as follows:

- Player Code of Behaviour
- Umpire Code of Behaviour
- Parent/Guardian/Spectator Code of Behaviour

5. PLAYER CODE OF BEHAVIOUR

In your role as a player, you are to:

5.1. Respect the rights, dignity and worth of other players, coaches, officials and spectators.

5.2. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.

5.3. Respect the talent, potential and development of fellow players and competitors.

5.4. Participate fairly and safely.

5.5. Be honest with your coach concerning illness and injury and your ability to train and play fully.

5.6. Conduct yourself in a responsible manner relating to language, temper and punctuality. Do not use profane language at any time.

5.7. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.

6. Applaud all good play, by your own team and opponents.

6.3. Respect and acknowledge the contribution of those who create the opportunity for you to play.

7. UMPIRE CODE OF BEHAVIOUR

In your role as an umpire, you are to:

7.1. Umpire in accordance with the Official Rules of Netball.

7.2. Treat all players, coaches, and other umpires/officials with respect.

7.3. 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.

7.4. Always maintain a high standard of personal behaviour.

7.5. Be a positive role model through behaviour and personal appearance projecting a favourable image of Netball and umpiring at all times.

7.6. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.

7.7. Be courteous, respectful and open to discussion and interaction with other Netball participants.

7.8. Maintain or improve your current performance level, seek continual improvement.

8. COACH/PARENT/GUARDIAN/SPECTATOR CODE OF BEHAVIOUR

As a coach/parent/guardian or spectator you are to:

8.1. Encourage players to participate but do not force them.

8.2. 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.

8.3. Teach players that an honest effort is as important as winning, so that the result of each game is accepted without undue disappointment.

8.4. Encourage players to always play according to the rules.

8.5. Be a model of good sports behaviour for players to copy. Applaud good play by all players.

8.6. Never ridicule or yell at a player for making a mistake or losing a game.

8.7. 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 raise the issue through the appropriate channels rather than question their judgement and honesty in public.

8.8. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.

8.9. 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.

8.10. Be courteous in communication with administrators, coaches, players, umpires and all other parents, guardians and spectators. Teach players to do the same.

8.11. Support the use of age-appropriate development activities and modified rules.

8.12. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires, or other spectators.

8.13. 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) and suspension.

9. GRIEVANCE AND DISPUTE RESOLUTION PROCESS

9.1 Who handles grievances and disputes within ESCPSNA?

The Executive Committee is responsible, led by the Judiciary Officer.

9.2 What should I do if I have a grievance or dispute?

The first step is to try to resolve the grievance or dispute informally with the people involved.

Step 1: Talk with the other person (if safe, reasonable and appropriate)

If you feel confident and comfortable to do so, you can approach the other person to discuss the issues and try and resolve the problem directly.

Step 2: Contact the Judiciary Officer with written feedback through the umpire's office. Written feedback should be on the back of the score card or directly to the ESCPSNA email escpsnanetball@gmail.com

You can also contact the Judiciary Officer if:

- if Step 1 (above) is not appropriate); or,
- you are not sure how to handle the problem by yourself;
- you want to talk confidentially with someone and find out what options are available to address your concern; or
- the concern continues after you approached the other person. The Judiciary Officer will:
 - ask how you would like your concern to be resolved and if you need support
 - seek to provide different options for you to address your concern
 - act as a support person, if appropriate.
 - refer you to an appropriate person (e.g. a mediator) to help you address your concern, if appropriate.
 - escalate if required to formal governing bodies such Netball NSW or the NSW police department.
 - where possible and appropriate, maintain confidentiality.