



# Walkerville Netball Club

## Member Code of Conduct

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The following Code of Conduct operates in conjunction with, and has been created with reference to, Netball Australia's National Codes of Behaviour <sup>1</sup>

### 1. Application:

**1.1 The Walkerville Netball Club ("WNC") Member Code of Conduct ("the Code") applies to all persons associated or affiliated with WNC, including but not limited to:**

- Registered players;
- Provisional players;
- Committee members;
- Club representatives;
- Coaches;
- Umpires; and
- Spectators.

**1.2 For the purposes of the Code, those identified in 1.1 are "Members."**

### 2. Purpose

**2.1 The purpose of the Code is to ensure:**

- 2.1.1** The actions of our members contribute to an environment free of bullying and discrimination;
- 2.1.2** Members feel supported and encouraged by others;
- 2.1.3** A safe environment is created for our members;
- 2.1.4** Decisions are made by those with the authority to do so;
- 2.1.5** Appropriate disciplinary action is taken in the event that a member breaches the Code; and
- 2.1.6** Members act in accordance with the rules and spirit of netball.

### 3. Behaviour

**3.1 All Members must conduct themselves in an appropriate and respectable manner at all times. The conduct expected of members includes but is not limited to the following:**

- 3.1.1** Treat all individuals with respect
- 3.1.2** Be considerate of others
- 3.1.3** Behave in a manner that ensures both your safety and the safety of others

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<sup>1</sup> Netball Australia, *National Codes of Behaviour*, May 2015, <http://netball.com.au/wp-content/uploads/2015/04/National-Codes-of-Behaviour-May-2015.pdf>

- 3.1.4 Be honest and fair in your dealings with others
- 3.1.5 Be courteous in your communication with others
- 3.1.6 Be responsible and accountable for your actions
- 3.1.7 Never use foul language, sledge or harass others, especially coaches, players, umpires and other spectators
- 3.1.8 Control your temper and emotions allowing for a considerate response to others
- 3.1.9 Never ridicule or yell at another for making a mistake or losing a game
- 3.1.10 Be considerate of others abilities and the development of their skills
- 3.1.11 Applaud good play by other members and opponents
- 3.1.12 Encourage other members and avoid using passive aggressive comments
- 3.1.13 Contribute to a positive netball environment through encouragement and support
- 3.1.14 Promote fair play
- 3.1.15 Resolve conflicts fairly and promptly via appropriate means
- 3.1.16 Be open to a discussion with others on any matter
- 3.1.17 Be professional in your language, presentation and manners
- 3.1.18 Ensure relevant individuals are involved in decision making
- 3.1.19 Maintain impartiality where relevant
- 3.1.20 Respect the decisions of others, and if necessary raise concerns in a respectful and appropriate manner
- 3.1.21 Be a positive role model for others
- 3.1.22 Adopt responsible behaviour in relation to the consumption of alcohol
- 3.1.23 Do not engage in practices that affect sporting performance
- 3.1.24 Adopt a positive attitude towards training and prepare appropriately for games
- 3.1.25 Be frank and honest with respect to illness and injury and your ability to participate
- 3.1.26 Respect and acknowledge the contribution of those who create the opportunity for you to play at all times
- 3.1.27 Comply with all relevant State and Federal legislation

**3.2 Members must demonstrate the behaviours listed above at all times. This includes but is not limited to:**

- 3.2.1 During an official club activity (e.g. training, games, social events, committee meetings);
- 3.2.2 Whilst undertaking duties as a representative of the club (e.g. scoring, umpiring, committee member)
- 3.2.3 When wearing official Walkerville Netball Club apparel and/or merchandise (e.g. to trainings, games, the gym, at any other time);
- 3.2.4 When using social media (e.g. in private conversations with others, on the official WNC pages, on your own pages).

## 4. Disciplinary Action

- 4.1** The President may, in consultation with the Vice President, Secretary and Behaviour Management Officer, take disciplinary action against a member for breach of the Code.
- 4.2** For the purposes of the Code, the group consisting of the President, Vice President, Secretary and Behaviour Management Officer who have the authority to determine a penalty, is referred to as the Disciplinary Board or “the Board”.
- 4.3** The Board in its sole discretion, may consult with any other Member or person considered appropriate in determining a matter.
- 4.4** Where the Board is advised or considers that a Member has allegedly:
- 4.4.1** Breached, failed, refused or neglected to comply with a provision of the Code or any resolution or determination of the Board; or
  - 4.4.2** Acted in a manner unbecoming of a Member;
- the Board may, in its sole discretion, take any disciplinary action it considers appropriate against the Member in accordance with the Code.
- 4.5** If the Board in its sole discretion, determines that disciplinary action be taken against a Member, the Board may take the steps considered necessary to:
- 4.5.1** Obtain information about the alleged conduct;
  - 4.5.2** Provide the Member with an opportunity to respond to the allegations;
  - 4.5.3** Determine whether or not the alleged conduct occurred; and
  - 4.5.4** Determine what, if any, disciplinary action to take against the Member.
- 4.6** If the Board in its sole discretion considers that the alleged breach occurred, or considers the breach more than likely occurred, the Board may impose any one or more of the penalties outlined in the Code.

### *Coaches Discretion:*

- 4.7** It is appropriate for a Coach to take reasonable action against a Member, for conduct they have determined to have breached The Code.
- 4.8** A Member for the purposes of 4.7 must reasonably be a Member of whom the coach is responsible.
- 4.9** Any disciplinary action taken by a Coach under 4.7 may be reviewed by the Board upon request by the penalised Member.
- 4.10** The Board has the discretion to amend, vary, revoke or uphold the decision of a coach for the purposes of 4.7, or take any action it deems appropriate in the event that a penalised Member requests a review under 4.9.

## 5. Penalties

**5.1 If the Board in its sole discretion considers that a breach of the Code has occurred, or considers the breach more than likely occurred, the Board may impose if it is considered appropriate any one or more of the following penalties listed below:**

- 5.1.1** A warning;
- 5.1.2** Direct that the Member apologise to the aggrieved Member/Members in an appropriate way, where understanding of the breach and remorse has been demonstrated;
- 5.1.3** Direct the Member to undertake any one of the following duties for the club as many times as is appropriate considering the breach of the Code by the Member and the duties they may already undertake;
  - Timing;
  - Scoring; or
  - Umpiring;
- 5.1.4** Instruct the Member to assist others with a Club activity (e.g. Club Day, social event);
- 5.1.5** Determine that the Member is ineligible to attend a social function or functions as deemed appropriate;
- 5.1.6** Remove ability for the Member to be awarded a team or club accolade for the season in which the breach occurred (e.g. Best Player, Coaches Award, Club Woman, Best New Recruit);
- 5.1.7** Direct a coach to bench the relevant Member for either;
  - One half of a game, of which the Member must spectate;
  - A whole game, of which the Member must spectate; or
  - More than one game, of which the Member must spectate, as deemed appropriate.
- 5.1.8** Remove the Member from the Club and notify the Member in writing that they are no longer registered with the Walkerville Netball Club; and/or
- 5.1.9** Any other penalty that is deemed appropriate by the Board.

## 6. Administration

- 6.1** A proposal to amend the terms of the Code:
  - 6.1.1** May be brought by any Member of the WNC; and
  - 6.1.2** Must be outlined in writing and provided to the President, Vice President and Secretary of WNC.
- 6.2** A proposal to amend the terms of the Code under 6.1 must be considered by the WNC Committee within 30 days of receiving the proposal.
- 6.3** Proposed amendments under 6.1 must be supported by the President, Vice President, Secretary and three Members of the WNC Committee.
- 6.4** Members of WNC must be notified of amendments to the Code within 14 days of its determination.
- 6.5** Amendments to the Code take effect from the date of notification under 6.4.
- 6.6** An amendment to Appendix 1 to the Code is not considered to be an amendment to the Code for the purposes of sub-sections 6.1 to 6.5.