



# BY-LAWS OF THE PENINSULA NETBALL CLUB Inc. PYTHONS

These By-Laws are in addition to and subordinate to the Rules of Association Peninsula Netball Club (Model Rules).

## 1. Coaching Coordinator (Sub Committee)

Coaching coordinator shall be appointed by the committee from expression of interest and serve a maximum one (1) year term.

a) The coaching coordinator shall

i) Assist the committee to:

1) Identify and recruit potential coaches and along with Executive Committee appoint coaches per team.

2) Develop, train and support coaches.

3) Intervene where necessary to facilitate any disputes between players and coaches, parents and coaches.

ii) In conjunction with the umpire coordinator develop a training schedule for teams. The schedule shall as far as possible allow members who both play and coach to attend training for both team they coach and the teams in which they play.

iii) Hold current Netball Victoria coaching accreditation – minimum Foundation Course.

## 2. Coaches

a) The Executive Committee shall appoint a coach for each team. Selection from Expression of Interest to coach.

b) Coaches shall –

i) Attend each scheduled training session for their team;

ii) Attend coaches meetings;

iii) Hold a Foundation coaching certificate or commence and complete the certificate in their first year of coaching.

iv) Work in conjunction with coaching coordinator, Match Committee and committee;

v) Be responsible for the care of match balls and bibs;

vi) Ensure at the end of each game that the score sheet is checked, signed and winning team to return to Score Secretary window.

c) All coaches must hold current registration with Victoria Netball Association.

d) All coaches WILL hold a current Working With Children's Check nominating the Peninsula Netball Club Inc. on the check and supply the club with a copy of the current check and ensure their check is up to date at all times.

## 3. Umpiring Coordinator (Sub Committee)

a) An Umpiring coordinator shall be appointed by the committee from expression of interest and serve a maximum one (1) year term.

b) The Umpiring Coordinator shall –

i) Assist the committee to –

1) Identify and recruit potential umpires

2) Develop, train and support ALL umpires.

ii) Coordinate and arrange umpires whenever required for matches throughout the year.

iii) Help members obtain their umpiring qualifications.

iv) Lodge umpire's entries to the FDNA by Wednesday 5:00pm each playing week.

v) Hold a minimum "C" Badge where possible or be in the process of obtaining their "C" badge.

#### **4. Umpire's Theory Exam**

- a) Any members aged 12 years or over may complete the Level 1 Umpire's course.
- b) Any member can complete online the Theory Exam – Netball Victoria Website- On line Umpire Exam Centre <http://www.netballaustralia.coursehost.com>

#### **5. Match Committee**

- a) Match Committee shall be appointed by the Executive Committee.
- b) The Match Committee shall grade players and select playing teams.
- c) The Match Committee –
  - i) Comprise of five (5) members; and
  - ii) Be chaired by the grading coordinator.
- d) A grading coordinator shall be appointed by the Executive Committee
- e) The grading coordinator may invite additional individuals, including non-members of the club, to assist in the task of grading and team selection.

#### **6. Grading Day**

- a) Teams shall be selected on grading day. This is generally held over the first three (3) weeks of the start of the year at training.
- b) Grading shall be held for Netta, 11's, 13's, 15's 17's and ALL Seniors in which the club fielded teams the previous year and for which it anticipates it may field teams in the ensuing years.
- c) Grading day shall run to a time schedule with specific times during which players in age group shall be assessed. The grading day schedule shall –
  - i) Be developed by the Match Committee and proposed to the Executive Committee.
  - ii) Following approval by the Executive Committee, be:
    - 1) Displayed on the club social media a minimum of fourteen (14) days prior to commencement of season.
- d) Players in each age category shall be assessed jointly by minimum three (3) members – maximum five (5) members of the Match Committee. To the extent possible, the members of the Match Committee shall be rotated into different combinations of three (3) – five (5) each group of players.
- e) To be eligible for grading and selection on game day, players MUST:
  - i) Be registered and financial playing members at the close of registration day.
  - ii) Either attend grading day at least once during the time allotted for grading in their age group or notify the grading coordinator in writing prior to the allotted grading time of their inability to attend.

#### **7. Team Selection**

- a) The Match Committee shall –
  - i) Select teams on grading day
  - ii) Provide the secretary
    - 1) A preliminary copy of proposed teams within seven (7) days following grading day
    - 2) A final copy of the proposed teams within fourteen (14) days following final grading day.
- b) The Executive Committee shall, within twenty-one (21) days of grading –
  - i) Accept or amend the teams selected by the Match Committee
  - ii) Approve entry of teams for competition with FDNA (or other competition body)
- c) Teams shall be posted on the club social media immediately after the teams have been entered for competition with the FDNA (or other competition body)
- d) Members of the Match Committee and Executive Committee shall keep all selection decisions and deliberations confidential from ALL other parties UNTIL –
  - i) The Executive Committee has approved the teams; and
  - ii) Approved teams and entered the competition; and
  - iii) The entered teams have been posted to the clubs social media

- e) Players shall play for the teams to which they are selected or be liable to disciplinary action by the Executive Committee.
- f) Anyone wishing to play but who did not meet eligibility requirements for grading selection of grading day may subsequently request to be selected into a team.
- i) Such requests shall be considered on the following conditions:
  - 1) All teams selected and approved following grading day have been posted on the club's social media
  - 2) A vacancy exists on an existing team suitable age and grade; and
  - 3) all players in the same age group who did attend grading day and met eligibility criteria requirements have first been placed in a team; and
  - 4) the player requesting selection, if and when selected, shall within seven (7) days and in any event before joining the team in training or competition, meet all the requirements to become a financial playing member of the club.
- ii) The Match Committee shall consider such requests and make a recommendation to the Executive Committee, which shall at its discretion decide the response.
- g) Individual players may be selected on merit to play in a higher age category

### **8. Match Day Team Changes**

In the event of any chosen to play a match being absent on that particular match day –

- a) The coach and captain may, after consultation with any member of the match committee present at the ground, select a qualified and registered player to fill the vacancy thus created;
- b) In the event of no match committee being present, the captain and coach may select a player to fill such vacancy
- c) In the event of a player filling a vacancy – that player must play in their graded team. A player can only play TWO matches with another team of a higher grade and if a third game is played that player IS tied to the team in which she/he played.
- d) Coaches need to be told when a player is filling in for another team and both coaches MUST note:
  - 1) Player's Name;
  - 2) Grade plays with;
  - 3) Date filled in; and
  - 4) Any other relevant details and pass these onto the coaching coordinator.

### **9. Additional Sub-Committee Roles**

- a) The committee shall appoint individuals to coordinate the following elements of Club Management:
  - i) Uniforms;
  - ii) Fundraising / Grants
  - iii) Multimedia
- b) Such coordinators may be members of the Executive Committee or Ordinary members of the Club.
- c) Each coordinator so appointed shall –
  - i) assist the committee to operate that aspect of the club activities;
  - ii) At ALL times act under the discretion of the committee;
  - iii) Report to the committee upon request and attend any meetings invited to.

### **10. Contact with FDNA**

- a) The President shall represent the club on all Club business with the FDNA except the with the following:
- b) Designated contact points for specific topics required by the FDNA shall be:
  - i) Wet Weather – President;
  - ii) Umpiring – Umpire Coordinator

- iii) Grading – Grading Coordinator
- c) The Wet Weather contact shall;
  - i) Be contactable on all match days;
  - ii) Promptly pass to all coaches decisions about wet weather days.
- d) The umpiring contact shall coordinate all scheduling and provision of club umpires with FDNA.
- e) The secretary shall lodge teams as approved by committee.
- f) The Secretary SHALL –
  - i) Receive ALL correspondence from the FDNA;
  - ii) Coordinate any appeals, protests, or formal requests to the FDNA on behalf of the Club or any teams of the Club
- g) All FDNA contacts SHALL act at all times under the discretion of the committee when dealing with the FDNA.
- h) The President and/or Vice President shall attend the Annual General Meeting and Special/Extraordinary General Meetings of the FDNA.
- i) Any of these tasks of the secretary or other contacts in relation to the FDNA may be supported by, or delegated to, any of the following –
  - i) President
  - ii) Vice President
  - iii) Secretary

#### **11. Uniforms (Sub Committee)**

- a) The Executive Committee shall select the uniform to be worn by the players of the club in competition.
- b) It is COMPULSORY for all players to wear approved uniform in competition.
- c) Players shall pay their own costs to acquire approved uniform, which shall be available only through the Club to ensure uniformity of style and colour.
- d) Club uniforms may be worn only during matches organised as part of Club activities.
- e) Requests to use club uniforms for any purpose that is not an official club activity may be made in writing to the committee.
  - i) Approval is the sole discretion of the committee.
- f) Club Polo shirts are compulsory for both training and match days. These are to be worn over a-lines on match days and for training on training days.
- g) No club uniforms other than shirts, hoody or jackets are permitted to be worn at training.

#### **12. Teams**

Where possible a team shall consist of a maximum nine (9) players.

#### **13. Captains**

- a) Each team WILL have a captain selected by the coach
  - i) This can be an individual or individuals weekly
- b) Captains shall
  - i) Take charge of the warm-up
  - ii) Immediately following each game lead the hand shaking and sheering with the opposing team.
  - iii) Sign the score sheet
  - iv) Assist the coach as required to coordinate the team
  - v) Act as role model and leader to other team members; and

vi) Advise the coach of any grievances or particular personal concerns amongst team members.

#### 14. Team Managers

a) Each team shall have a team manager

i) ALL team managers must have Working with Children's check and Peninsula Netball Club MUST be listed.

ii) Preferably the same person each week, however one (1) or two (2) team managers is beneficial for teams.

b) The role of the team manager every GAME DAY

If HOME team – collect the scoresheet from inside pavilion. WINNING team returns to Time Keepers window.

i) Make sure it's filled out correctly, players names are spelt right, any players not players crossed off, fill-ins are added.

ii) Stand OPPOSITE the centre circle at each game with the opposition scorer.

c) Scoring – using I for goals scored and ° for misses

d) Tally scores at end of each ¼ and make sure both scorers agree.

e) End of the game, tally totals and enter on score sheet, BOTH scorers, Captains and Badged umpire to SIGN.

i) WINNING team returns scoresheet and board to Time Keepers window.

#### 15. Registration

a) Registration, for the purpose of these by-laws, means an application for membership of the Club as described in The Model Rules.

b) A Registration Day shall be held on a day (or days) to be decided by the Executive Committee.

c) To be eligible to attend Grading Day and be selected for a team, all players must be registered and financial by the close of proceedings on Registration Day.

d) Registration may be completed -

i) Electronically via the Netball Victoria Payment Gateway

e) Players shall be considered to be financial if

i) All amounts due to the club for the current season have been received by the treasurer;

ii) All amounts due to the Club for any earlier periods have been received by the Treasurer.

f) In genuine cases of hardship members may request to register using a payment plan.

i) Payment Plan Requirements are:

g) All members shall provide to the club on registration:

i) Name;

ii) Address;

iii) Telephone Contact mobile

iv) Email Address;

v) Date of Birth;

vi) Year commenced at the Club.

vii) Whether clearance form another club is required if coming from another club.

h) Parent/Guardians of playing members aged below eighteen (18) years shall provide to the club on time of registration

i) Details of those guardians/parents/adults authorised from time to time to collect or represent the playing member;

ii) Full contact details for such guardians/parents/adults.

i) The club shall be advised in writing of known medical conditions that might affect the member's play or safety, or potentially impact others, including -

- i) Nature of the condition;
- ii) Specific responses or support that might be required;
- iii) Emergency and/or medical contact details if relevant.

## 16. Subscriptions

- a) Membership subscription amounts shall be set with the aim of covering the operating costs of the club for the current year.
- b) Subscriptions include:
  - i) Playing fees, payable by all playing members;
  - ii) Membership fee, payable by all members excluding -
- c) Playing Fees -
  - i) Shall be calculated with the aim of covering for the current year -
    - (1) Team Entry Fees;
    - (2) Court Fees for all matches including Finals;
    - (3) Umpires' Fees for all matches including Finals.
  - ii) Shall vary by age group to the extent actual costs are expected to vary.
- d) The Membership fee shall be calculated with the aim of covering for the current year all other general operating costs of the club, including;
  - i) Bank Fees;
  - ii) Equipment;
  - iii) Bank fees and charges;
  - iv) Postage, printing and stationary and electronic communications;
  - v) Trophies and Presentation costs;
  - vi) \$5 Family membership fee.

## 17. Codes of Behaviour

- a) The Club aims to provide a safe, healthy, enjoyable and tolerant environment for all members.
- b) All members are EXPECTED AT ALL TIMES to comply with the Peninsula Netball Club and Netball Victoria Codes of Behaviour for Players, parents, supporters. (VNA ifonets: Risk Management RM12: Codes of Behaviour, are located at [www.netballvic.com.au/ResourceLibrary.asp?Cat=456&OrgId=22](http://www.netballvic.com.au/ResourceLibrary.asp?Cat=456&OrgId=22))
- c) Peninsula Netball Club Codes of Behaviour can be found in the appendix of these by-laws.

## 18. Working with Children

It is now LAW everyone has Working with Children's.

- a) The Club aims to provide a safe, healthy, enjoyable and tolerant environment for all members.
- b) To minimise risk to child safety and the reputation of the club and its members, the Club aims to meet or exceed the minimum requirements of Working with Children Laws and regulations and the Member Protection Policy of the Victorian Netball Association.
- c) Children at all club events shall be supervised at all times by at least two adults. To achieve this -
  - i) Parents are encouraged to attend club activities, such as training, social events and matches;
  - ii) At least two adults, of who must be a parent, shall be present at all Club events involving people under the age of 18 years;
  - iii) At the end of club activities (such as training), a second adult must remain until all children have been collected.
- d) All Club officials ages 18 and above MUST complete and lodge an application for Working With Children Card, within four (4) weeks of appointment. Officials include committee members, coaches, umpires, match committee and all coordinators appointed by the committee.

All scorers, team managers, parents who bring oranges/lollies have direct contact game day or training are REQUIRED by law to have a current Working With Children's Check with Peninsula Netball Club listed on it.

- e) The club does not expect the following "HIGH RISK" situations to occur, however, if the situation arises, any individuals considered for high risk roles must first have received a Working with Children Card
  - i) Coaches appointed or seeking appointment
  - ii) Volunteer personnel who will, or are likely to, travel away overnight with teams of players under 18 years of age.
  - iii) Persons appointed, or seeking appointment, to a role in which that person is likely to have **direct and unsupervised** contact with participants aged below 18 years.

#### 19. Risk Management

- a) Where any difference occur between the various adopted policies or information guides of the Victorian Netball Association and other parts of the Club rules, the Executive Committee shall decide which takes precedence.
- b) Wet Weather: The Club shall generally follow the guidelines of the Victorian Netball Association Infonet RM5: Wet Weather. – Found in Appendix
- c) Extreme Heat: The Club shall generally follow the guidelines of the Victorian Netball Association Infonet RM5: Heat – Found in Appendix
- d) Injury Policy: The Club has implemented an injury policy – Found in the Appendix.

#### 20. Discipline and Expulsion

- a) Any player, or players disobeying any order of the coach whilst on the court or training shall be dealt as the Executive Committee may determine.
- b) The Executive Committee shall have the power to discipline or expel any member who shall be found guilty of such conduct as shall in the opinion of the Executive Committee, render such member of the club unfit to continue as member thereof, the Executive Committee shall not be bound to give any reason for such expulsion.
- c) Any person so expelled may, within thirty (30) days from the date of notification of such expulsion appeal in writing to the Secretary against the decision of the Executive Committee.
- d) Such appeal shall be conducted as outlined in the Disputes and Mediation in the Model Rules of the club.

## **21. Club Awards**

### **a) Service Awards**

- i) Are given to players who play consecutive years eg. 5, 10, 15, 20 etc, with no break in between. This includes any member who plays in night competitions.
- ii) Committee members are eligible for Service Awards when they have also given consecutive years served on the committee.

### **b) Life Membership**

- i) Is awarded to a member of the Club who has given seven (7) or more year's consecutive service to the club.
- ii) Criteria for consideration: playing, umpiring, coaching/managing, administration, general contribution  
Nominee must have an outstanding contribution in at least one of these areas, and at least some contribution in two of the other three areas of contribution deemed appropriate at the discretion of the Executive Committee
- iii) Someone who has done anything and everything for the good of the club.

## **22. Interpretation of Rules**

In the event of any question not provided by these rules arising, the Executive Committee shall have full power to act in the matter it considers fit, within the bounds of the Act and Regulations.

## **23. Alteration to By Laws**

- a) By Laws of the Peninsula Netball Club may be altered by a simple majority vote at any committee meeting.
- b) Such alterations become effective once the updated By-Laws have been posted on the Club Website and/or members have been otherwise advised.



**Appendices to the Peninsula Netball Club Inc. By-Laws**



## WET WEATHER POLICY

1. FDNA Staff & Board of Management have a duty of care to ensure the outdoor courts are safe for play. Inclement weather may make conditions uncomfortable and members may choose not to play in unpleasant conditions. Heavy Rain and/or strong winds may make conditions unsafe. Play should not commence or continue in the event of dangerous conditions.
2. If weather conditions are forecast to be inclement the Saturday Supervisor and/or Board of Management representative (or delegate) will review the Bureau of Meteorology forecast at 9am on the day of competition. Attention will be paid to any wind warnings as well as the rainfall radar. ([www.bom.gov.au](http://www.bom.gov.au))
3. Consideration should be given to the age & ability of players. It should be acknowledged that, generally, older & more experienced players are more able to adjust their play to suit the weather conditions.
4. If the weather forecast is for extreme conditions or current conditions are unsafe; the Saturday Supervisor and/or Board representative (or delegate) may elect to:
  - a) abandon all outdoor games or
  - b) decide timeslot by timeslot.
5. In the event of a) the decision will be made within the hour preceding the first match. All Club Secretaries will be notified, immediately when a decision is made.
6. In the event of b) once the Saturday Supervisor and/or Board of Management representative (or delegate) has deemed it suitable for a game to commence any choice to abandon or forfeit a game is at the discretion of the Coaches. At half time the Saturday Supervisor may decide to abandon all games (scores stand). If play resumes any further decision shall be made by the Coaches or the Umpires.
7. The Saturday Supervisor and/or Board of Management representative (or delegate) reserves the right to abandon any match at any time where conditions change from those in which the match commenced.
8. An Umpire may request to call off a match if, in their opinion, it becomes too dangerous to continue. Such a request should only be as a result of the conditions deteriorating since the game commenced. The Umpire must liaise with the Saturday Supervisor and/or Board of Management representative (or delegate) and both teams' Coaches to request consideration to call off a match.
9. Once the Saturday Supervisor and/or Board of Management representative (or delegate)'s decision has been made to abandon a game, that person *only* has the authority to recommence a game.

### NOTE:

- • **Forfeit:** If one team elects not to play and concedes four points to the opposition, this team will pay courts fees for both teams
- • **Abandon:** If both teams agree not to continue play and take two points each they will each pay court fees. If this occurs prior to half time, teams will be awarded 2 points each. If after half time- scores will stand.
- • **Rollers** are available if teams want to quickly clear water from their court after rain (located next to compressor in Pavilion)
- • Advice from **Rebound Ace** (provider of surface): "The courts are designed to handle water and the drainage allows water to run off quickly. The surface is slip resistant even when damp".
- • **Dangerous/unsafe conditions** = rivers of water running through the courts

POLICY ENDORSED ON: 21 / 06 / 2018 and reviewed bi-annually, or as required.

POLICY ENDORSED BY: (Board of Management full name & position)

Corinna Harvey President & Melissa Kingston Club Representative

## **INJURY POLICY**

### **Purpose of our Policy**

The Peninsula Netball Club is dedicated to promoting and encouraging safety and supporting the safety efforts of its individual coaches, managers and participants.

### **Policy Guidelines**

The club recommends an injury is assessed as soon as possible after it occurs by either a medical doctor or at a sports injury clinic. The impact of an injury is often determined by how quickly its management can be implemented.

It is essential that the coach receives accurate information about the injury, rehabilitation requirements, time out from training and matches and the recommended re-entry into netball.

A player returning from illness or injury that has required medical attention is to provide the coach with a written clearance to resume training or playing; such clearance is to be provided by the player's doctor or physiotherapist.

Club coaches will be cautious in the return of any injured player and will introduce the player gradually to full court time. Re-entry must be through training before a return to match play.

Where practicable, players should continue to attend training and help the coach. This is excellent for team culture and keeps the injured player involved in team strategies.

Policy written:

Approved by: June 2018

Review date: August 2019



## FEE POLICY

Fees include court fees, team entries, umpires, equipment costs for training and matches. Fees may increase year to year in conjunction with FDNA and Netball Vic increases.

It is expected ALL registration fees are PAID IN FULL by the 1<sup>st</sup> round. NO EXCEPTIONS. Please note if this is not adhered to – players will be ineligible to play until fees are rectified.

However, if you require your own individual payment plan please come and see either Laima – Treasurer [treasurer@outlook.com](mailto:treasurer@outlook.com) or

Manda 0415 954 197– President [prespnc@outlook.com](mailto:prespnc@outlook.com) , or put it in writing. We are very reasonable and understanding and want your children playing netball.

Please note: If you do not approach us for individual payment plan by registration, eligibility to play will cease until all outstanding monies are paid.

***NB. We will still accept any fee payments in between these dates, Saturdays and Monday at training. Please put your fee money into a NAMED ENVELOPE – this helps to identify your payment.***

Direct Debit Details:

Peninsula Netball Club Inc.

Bendigo Bank Carrum Downs

BSB: 633-000

Account: 163079403

PENINSULA

PYTHONS

NETBALL CLUB

# COMMUNICATIONS POLICY

## Our commitment

Electronic communication is essential for sharing club news and information with our members. Our communication will be timely, appropriate and related to club business.

What we will do

We use a range of electronic tools to communicate with our members.

Our communication will protect members' privacy, maintain clear boundaries and ensure that bullying and harassment does not occur.

A webmaster will be appointed to provide accountability and control over material published on our club's website and any related discussion groups or social media websites, such as Facebook, YouTube or Twitter.

## Website

- 2 Our website will include current information on competitions, social events, committees, policies, constitution, rules and by-laws.
- 2 No offensive content or photos will be published.
- 2 If we intend to publish a photo of a child, we will first seek permission from his or her parents and take care not to provide identifying information.
- 2 We will seek feedback from members to improve the information available on the site.

## SMS and email

Committee members, coaches and team managers may use SMS and email to provide information about competition, training, club-sanctioned social events and other club business, however:

- 2 SMS messages should be short and about club/team matters
- 2 email communication will be used when more information is required
- 2 Communication involving children will be directed through their parents.

## Social media websites

- 2 We treat all social media postings, blogs, status updates and tweets as public 'comment'.
- 2 Postings (written, photos or videos) will be family-friendly and feature positive club news and events.
- 2 No personal information about our members will be disclosed.
- 2 No statements will be made that are misleading, false or likely to injure a person's reputation.
- 2 No statements will be made that might bring our club into disrepute.
- 2 Abusive, discriminatory, intimidating or offensive statements will not be tolerated. Offending posts will be removed and those responsible will be blocked from the site.

## What we ask you to do

We expect our members to conduct themselves appropriately when using electronic communication to share information with other members or posting material on public websites connected to the club.

Electronic communication:

- 2 should be restricted to club matters
- 2 must not offend, intimidate, humiliate or bully another person
- 2 must not be misleading, false or injure the reputation of another person
- 2 should respect and maintain the privacy of members
- 2 Must not bring the club into disrepute.

Coaches and others who work with children and young people must direct electronic communication through the child's parents.

**Non-compliance**

Members may face disciplinary action for sending inappropriate electronic communication or posting online content or comments that harass, offend, intimidate or humiliate another member, as outlined in our member protection policy or code of conduct.

Under certain circumstances, cyber bullying (e.g. bullying that is carried out through an internet service such as email, a chat room, discussion group, instant messaging or website) is a criminal offence that can be reported to the police.

In addition, members who publish false or misleading comments about another person in the public domain (e.g., Facebook, YouTube or Twitter) may be liable for defamation.

I, \_\_\_\_\_ have read and understood the policy and will abide by it as a member of Peninsula Netball Club Inc.

Signature:

Date:

If under 18 years of age, parent/guardian:

Signature:

Date:



## GENERAL CODE OF BEHAVIOUR

As a person required to comply with this Policy, you must meet the following requirements with regard to your conduct during any activity held or sanctioned by Peninsula Netball Club.

1. Respect the rights, dignity and worth of all people involved in netball regardless of their gender, ability, cultural background or religion.
2. Be ethical, fair, considerate and honest in all dealings with others.
3. Make a commitment to providing quality service.
4. Operate within the rules and spirit of netball including national and state guidelines, constitution and policies which govern Peninsula Netball Club, Netball Australia, Member Organisations and Affiliates.
5. Do not use your involvement with Peninsula Netball Club to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Australia, Member Organisations and Affiliates.
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.
7. Always place the safety and welfare of children above other considerations.
8. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
9. Comply with all relevant Australian Laws (Federal and State), in particularly anti-discrimination, occupational health and safety and child protection laws.
10. Refrain from any behaviour that may bring Peninsula Netball Club, Netball Australia, Member Organisations and Affiliates into disrepute.
11. Provide a safe environment for the conduct of the activity.
12. Show concern and caution towards others who may be sick or injured.
13. Be a positive role model.
14. Be responsible and accountable for your conduct.
15. Abide by the relevant Netball Australia role-specific codes of behaviour and understand the consequences if you breach, or are aware of any breaches of this Code of Behaviour.

## ADMINISTRATOR CODE OF BEHAVIOUR

In addition to Peninsula Netball Club's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or under auspices of Peninsula Netball Club and in your role as an Administrator of Peninsula Netball Club.

1. Be fair, considerate and honest in all dealings with others.
2. Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
3. Resolve conflicts fairly and promptly through established procedures.
4. Maintain strict impartiality.
5. Be aware of and comply with your legal responsibilities, including under anti-discrimination, child protection and occupational health and safety legislation.
6. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Involve all relevant stakeholders (players, coaches, umpires, parents) in the planning, evaluation, leadership and decision making related to the activity.
8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, lengths of games and training schedules should take into consideration the age, ability and maturity level of participating players.
9. Ensure that everyone (administrators, coaches, players, umpires, parents, spectators, sponsors and physicians) emphasise fair play in netball activities and games.
10. Where appropriate, distribute a Code of Behaviour sheet to coaches, players, umpires, parents, spectators and the media.



## COACH CODE OF BEHAVIOUR

In addition to Peninsula Netball Club's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or under auspices of Peninsula Netball Club and in your role as a Coach of Peninsula Netball Club.

1. Operate within the rules and spirit of Netball, promoting fair play.
2. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
3. Support opportunities for participation in all aspects of the sport.
4. Treat each person as an individual. Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
5. Display control, courtesy and respect to all involved with netball.
6. Respect the decisions of umpires, officials and other coaches and administrators in the conduct of netball programs and competitions.
7. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where the power imbalance will exist) with people under the age of eighteen (18) years.
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.
9. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
10. Ensure your decisions and actions contribute to a safe environment. Place the safety and welfare of the players above all else.
11. Ensure your decisions and actions contribute to an environment free of sexual harassment, bullying, discrimination or victimization.
12. Any physical contact with a player should be appropriate to the situation and necessary for the player's development.
13. Adopt responsible behaviour in relation to alcohol and other drugs.
14. Be honest and do not allow your qualifications/accreditations to be misrepresented.

## UMPIRE CODE OF BEHAVIOUR

In addition to Peninsula Netball Club's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or under auspices of Peninsula Netball Club and in your role as an Umpire of Peninsula Netball Club.

1. Umpire in accordance with the Official Rules of the Game.
2. Treat all players, coaches, bench officials and other umpires with respect.
3. Place the safety and welfare of the players above all else, including by:  
Ensuring the court and its surrounds are compliant with the rules.  
Taking the appropriate action to manage dangerous play
4. Maintain a high standard of personal behaviour at all times.
5. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and umpiring at all times.
6. Refrain from the conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
7. Be courteous, respectful and open to discussion and interaction with other netball participants.
8. Maintain or improve your current performance level and seek continual improvement.
9. Be honest and do not allow your qualifications/accreditations to be misrepresented.

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## PLAYER CODE OF BEHAVIOUR

In addition to Peninsula Netball Club's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or under auspices of Peninsula Netball Club and in your role as a Player of Peninsula Netball Club.

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
3. Respect the talent, potential and development of fellow players and competitors.
4. Participate fairly and safely.
5. Be frank and honest with your coach concerning illness and injury and your ability to train and play fully.
6. Conduct yourself in a responsible manner relating to language, temper and punctuality.
7. Abide the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
8. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
9. Co-operate with coaches and staff in relation to programs that adequately prepare for you competition.
10. Do not engage in practices that affect sporting performances (alcohol, tobacco and drug use).
11. Applaud all good play, by your own team and opponents.
12. Respect and acknowledge the contribution of those who create the opportunity for you to play (e.g. scorers, coaches, timekeepers, administrators and umpires).

## PARENT/GUARDIAN CODE OF BEHAVIOUR

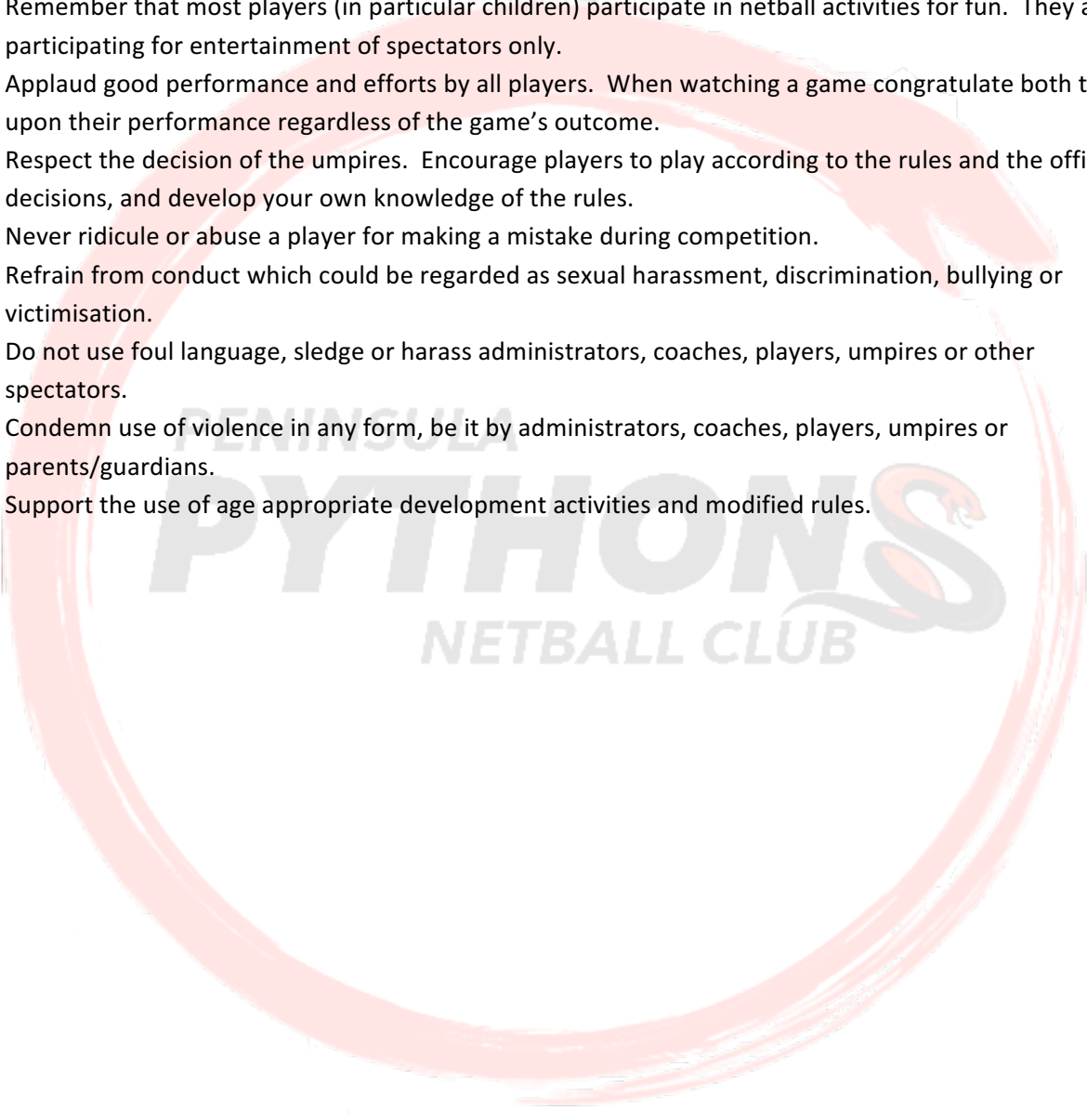
In addition to Peninsula Netball Club's General Code of Behaviour, as a parent/guardian of a player in any activity held by or under the auspices of Peninsula Netball Club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Encourage your child to participate but do not force them.
2. Focus upon your child's efforts and performance rather than the overall outcome of the event. This assists your child in setting realistic goals related to his/her ability by reducing emphasis on winning.
3. Teach your child that an honest effort is as important as winning, so that the result of each game is accepted without undue disappointment.
4. Encourage your child to always play according to the rules.
5. Never ridicule or yell at a child for making a mistake or losing a game.
6. If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgement and honesty in public.
7. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
8. 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.
9. Be courteous in communication with administrators, coaches, players and umpires. Teach children to do the same.
10. Support the use of age appropriate development activities and modified rules.

## SPECTATOR CODE OF BEHAVIOUR

In addition to Peninsula Netball Club's General Code of Behaviour, as spectator in any activity held by or under the auspices of Peninsula Netball Club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Remember that most players (in particular children) participate in netball activities for fun. They are not participating for entertainment of spectators only.
2. Applaud good performance and efforts by all players. When watching a game congratulate both teams upon their performance regardless of the game's outcome.
3. Respect the decision of the umpires. Encourage players to play according to the rules and the official decisions, and develop your own knowledge of the rules.
4. Never ridicule or abuse a player for making a mistake during competition.
5. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
6. Do not use foul language, sledge or harass administrators, coaches, players, umpires or other spectators.
7. Condemn use of violence in any form, be it by administrators, coaches, players, umpires or parents/guardians.
8. Support the use of age appropriate development activities and modified rules.



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## **BENCH OFFICIALS CODE OF BEHAVIOUR**

In addition to Peninsula Netball Club's General Code of Behaviour, as a Bench Official in any activity held by or under the auspices of Peninsula Netball Club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Officiate in accordance with the Official Rules of the Game and Event/Competition Guidelines.
2. Treat all players, coaches, umpires and other bench officials with respect.
3. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
4. Be consistent and impartial when making decisions.
5. Maintain a high standard of personal behaviour to all times.
6. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and officiating at all times.
7. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
8. Be courteous, respectful and open to discussion and interaction.
9. Maintain or improve your current performance level and seek continual improvement.
10. Be honest and do not allow your qualifications/accreditation to be misrepresented.



## **MEDIA CODE OF BEHAVIOUR**

In addition to Peninsula Netball Club's General Code of Behaviour, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Peninsula Netball Club, in your role as a media representative.

1. Report and interpret honestly, striving for accuracy and fairness.
2. Do not allow personal interest, or any belief, commitment, payment, gift or benefit, to undermine your accuracy, fairness or independence.
3. Disclose conflicts of interest that affect, or could be seen to affect, the accuracy, fairness or independence of your journalism. Do not improperly use a journalistic position for personal gain.
4. Use fair, responsible and honest means to obtain material. Identify yourself and your employer before obtaining any interview for publication or broadcast.
5. Respect private grief and personal privacy.
6. Do your utmost to achieve fair correction of errors.
7. Be aware of the difference between adult netball programs and children's netball programs and treat them accordingly.
8. Place the isolated incidents of unsportsmanlike behaviour in proper perspective, rather than make such incidents the "highlight" of the event.
9. Focus upon player's fair play and their honest effort.
10. Recognise the sporting achievements of players from disadvantaged groups, including adolescent girls, people with disabilities, indigenous and Torres Strait Islanders, people from non-English speaking backgrounds and rural population.