



# Assumption Netball Club

## GENERAL CODE OF CONDUCT

Last updated: May 2020

You must ensure the standards of the [Fair Play Code](#) are applied by demonstrating the five core values that will lead to fair play for all:

- Integrity
- Respect
- Responsibility
- Fairness
- Safety

As a person required to comply with this regulation, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Netball Victoria, an Affiliated Association/League or Club.

1. Fully comply with the [Child Safety in Netball Code of Conduct](#)
2. Respect the rights, dignity and worth of others
3. Be fair, considerate and honest in all dealings with others
4. Be professional in, and accept responsibility for your actions
5. Make a commitment to providing quality service
6. Be aware of, and maintain Netball Victoria's standards, rules, regulations and policies
7. Operate within the rules and regulations of Netball Victoria, affiliated Associations/Leagues and Clubs
8. Do not use your involvement in netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Victoria, affiliated Associations/Leagues and Clubs
9. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are example
10. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible
11. Refrain from any behaviour that may bring Netball Victoria, affiliated Associations/Leagues or Clubs into disrepute
12. Provide a safe environment for the conduct of the activity
13. Show concern and caution towards others who may be sick or injured
14. Be a positive role model
15. Understand the repercussions if you breach, or aware of any breaches of the Code of Conduct



## PLAYER CODE OF CONDUCT

Last updated: May 2020

You must ensure the standards of the [Fair Play Code](#) are applied by demonstrating the five core values that will lead to fair play for all:

- Integrity
- Respect
- Responsibility
- Fairness
- Safety

In addition to [Netball Victoria's General Code of Conduct](#), as a player in any activity held by or under the auspices of Netball Victoria, Region, an Affiliated Association/League or Club you must meet the following requirements in regard to your conduct during any such activity or event.

1. Fully comply with the [Child Safety in Netball Code of Conduct](#).
2. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
3. Refrain from conduct which could be regarded as sexual or other harassment.
4. Respect the talent, potential and development of fellow players and competitors.
5. Care and respect the uniform and equipment provided to you.
6. Be frank and honest with your coach concerning illness and injury and your ability to train and play fully.
7. Conduct yourself in a responsible manner relating to language, temper and punctuality.
8. Always maintain a high standard of personal behaviour.
9. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
10. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
11. Cooperate with coaches and staff in relation to programs that adequately prepare you for competition.
12. Do not engage in practises that affect sporting performance (alcohol, tobacco, drug use).



## JUNIOR PLAYER CODE OF CONDUCT

Last updated: May 2020

You must ensure the standards of the [Fair Play Code](#) are applied by demonstrating the five core values that will lead to fair play for all:

- Integrity
- Respect
- Responsibility
- Fairness
- Safety

In addition to [Netball Victoria's General Code of Conduct](#), as a player in any activity held by or under the auspices of Netball Victoria, Region, an Affiliated Association/League or Club you must meet the following requirements in regard to your conduct during any such activity or event.

1. Fully comply with the [Child Safety in Netball Code of Conduct](#).
2. Participate because you enjoy it, not just to please parents and coaches.
3. Play by the rules.
4. Know the rules.
5. Participate fairly and safely.
6. Abide by decisions, without argument or bad temper.
7. Captains have the right to approach an umpire during an interval or after the game for clarification of any rule.
8. Approach the umpire in a courteous and polite way.
9. Cooperate with your coach, and other players, deliberately fouling or provoking an opponent and throwing / damaging equipment is not acceptable or permitted.
10. Cooperate with your coach, and other players.
11. Treat all players as you would like to be treated.
12. Ensure that at all times your behaviour is fair.
13. Be a patient and enthusiastic, supporter of fellow players.
14. Applaud all good play, by your own team and opponents.
15. Be a responsible team member.
16. Always be on time.
17. Encourage and assist all players.
18. Attend all training sessions.
19. Ensure you always bring the appropriate uniform and equipment to training and/or games.
20. Do not engage in practices that affect sporting performance (alcohol, tobacco and drug use).
21. Respect and acknowledge the contribution of those who create the opportunity for you to play (volunteers, scorers, coaches, timekeepers, administrators and umpires).



## GUARDIAN CODE OF CONDUCT

Last updated: May 2020

You must ensure the standards of the [Fair Play Code](#) are applied by demonstrating the five core values that will lead to fair play for all:

- Integrity
- Respect
- Responsibility
- Fairness
- Safety

In addition to [Netball Victoria's General Code of Conduct](#), as a parent/guardian in any activity held by or under the auspices of Netball Victoria, Region, an Affiliated Association/League or Club you must meet the following requirements in regard to your conduct during any such activity or event.

1. Fully comply with the [Child Safety in Netball Code of Conduct](#).
2. If your child is interested, encourage them to participate in the appropriate netball activity. However, if your child is not willing to participate, do not force him or her. Remember, children are involved in organised activity for their enjoyment, not yours.
3. Focus upon your child's effort 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 the emphasis on winning.
4. Teach your child that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment.
5. Encourage your child to always play according to the rules.
6. Never ridicule or yell at a child for making a mistake or losing a game.
7. Remember that children learn best from example. Applaud good play by all players.
8. If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgement and honesty in public.
9. Support all efforts to remove verbal and physical abuse.
10. 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.
11. Be a model of good sports behaviour for children to copy.
12. Be courteous in communication with administrators, coaches, players and umpires. Teach children to do likewise.
13. Support the use of age appropriate development activities and modified rules.



## SPECTATOR CODE OF CONDUCT

Last updated: May 2020

You must ensure the standards of the [Fair Play Code](#) are applied by demonstrating the five core values that will lead to fair play for all:

- Integrity
- Respect
- Responsibility
- Fairness
- Safety

In addition to [Netball Victoria's General Code of Conduct](#), as a spectator in any activity held by or under the auspices of Netball Victoria, Region, an Affiliated Association/League or Club, you must meet the following requirements during any such activity or event.

1. Fully comply with the [Child Safety in Netball Code of Conduct](#).
2. Most players (in particular children) participate in netball activities for fun. They are not participating for entertainment of spectators only.
3. Applaud good performance and efforts by all players. When watching a game congratulate both teams upon their performance regardless of the game's outcome.
4. Respect the umpires and coach's decisions. If there is a disagreement, follow the appropriate procedure to question the decision and teach children to do likewise.
5. Never ridicule or scold a player for making a mistake during a competition. Positive comments are motivational.
6. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires or parents/guardians.
7. Demonstrate appropriate social behaviour by not using foul language, and not harassing administrators, coaches, players or umpires.
8. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
9. Encourage players to play according to the rules and official decisions, and develop your own knowledge of the rules.
10. Support the use of age appropriate development activities and modified rules



## COACH CODE OF CONDUCT

Last updated: September 2022

You must ensure the standards of the [Fair Play Code](#) are applied by demonstrating the five core values that will lead to fair play for all:

- Integrity
- Respect
- Responsibility
- Fairness
- Safety

In addition to [Netball Victoria's General Code of Conduct](#), you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Netball Victoria, Region, an Affiliated Association/League or Club and in your role as a coach of netball Victoria, a Region, and Affiliated Association/League or Club.

1. Fully comply with the [Child Safety in Netball Code of Conduct](#).
2. Treat players with respect always. Be honest and consistent with them. Honour all promises and commitments, both verbal and written.
3. Encourage players to take responsibility for their own behaviour, performance, decisions and actions.
4. Promote an environment of mutual support and respect among your players, regardless of their level of play.
5. Involve the players in decisions that affect them.
6. Establish, in consultation with players, what information is confidential and respect that confidentiality.
7. Provide feedback to players in a caring sensitive manner to their needs.
8. Refrain from any form of personal abuse towards your players including verbal, physical and emotional abuse. Be alert to any form of abuse directed toward your players from other sources while they are in your care. (Abide by Netball Victoria Member Protection Regulation).
9. Refrain from any form of harassment towards your players, treating all players fairly within the context of their netball activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status. (Abide by Netball Victoria Member Protection Regulation).
10. Do not argue with or dispute the decision of an official.
11. Never publicly criticise officials and instead raise personal concerns via the appropriate channels.
12. Do not engage in physical and/or verbal intimidation, abuse or conduct toward any player, official, umpire or supporter.
13. Be acutely aware of the power, as a coach, develops with your players ensuring an environment free of sexual harassment, bullying, discrimination or victimisation.
14. Avoid situations with your players that could be constructed as compromising.
15. Ensure that training tasks, training equipment and facilities are safe and suitable for age, experience, ability and physical and psychological conditions of the players.
16. Ensure the players time spent with you is a positive experience. All players are deserving of equal attention and opportunities. Provide opportunities that ensure everyone has a reasonable chance to succeed and improve/acquire skills and develop confidence.
17. Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substance. (Abide by the Netball Australia Anti-Doping Policy).
18. Recognise individual differences in players and always think of the player's long- term best interests.
19. Set challenges for each player which are both achievable and motivating.
20. Aim for excellence based upon realistic goals and due consideration for the participant's growth and development.
21. As a coach, present yourself as a role model that promotes the positive aspects of netball by maintaining the highest standards of personal conduct.
22. Recognise your player's rights to consult with other coaches and advisers.
23. Do not exploit any coaching relationship or information gained through Netball Victoria Programs, to further personal, political, or business interests.
24. Be honest and ensure that coaching accreditations/qualifications are not misrepresented.
25. Make a commitment to provide training programs that are planned and sequential.
26. Maintain or improve your current NCAS accreditation, seek continual improvement through performance appraisal and ongoing coaching education and be open to other people's opinion.



# Child Safety in Netball Code of Conduct

15 May 2017

This Child Safety in Netball Code of Conduct (**Code**) outlines the expected behaviour for interactions within Netball in Victoria and aligns with the Child Safety in Netball Policy (**Policy**). The primary aim of this Code is to protect and safeguard Children and Young People.

This Code is to be followed at all times by all Members and all people involved in any way with Netball. Capitalised terms in this Code are to be given the meaning they are given in Part 4 of the Policy. For clarity and emphasis regarding this Code, Persons in Positions of Responsibility and Authority include:

- any adult in Netball in Victoria; and
- any Child or Young Person in Netball in Victoria who is in a position of providing guidance and advice (authority) to other Children and Young People or adults.

All people involved in Netball should:

- Provide a safe environment for Children and Young People in Netball and comply with this Code.
- Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development within Netball.
- Refrain from intimate relations with persons with whom you have a position of authority over.
- Report breaches of the Policy or the Code to the appropriate Person(s) in a Position Responsibility and of Authority.

## (a) Positive guidance

NV and its Affiliates strives to ensure that Children and Young People participating in Netball are aware of the acceptable limits of their behaviour so that NV and its Affiliates can provide a positive experience for all participants. Persons in Positions of Responsibility and Authority should use strategies that are fair, respectful and appropriate to the developmental stage of the Children and Young People involved. Children and Young People need to be provided with clear directions and given an opportunity to redirect their misbehaviour in a positive manner.



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Under no circumstances are Persons in Positions of Responsibility and Authority to take disciplinary action involving physical punishment. Nor is any form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating to be tolerated.

### **(b) Adhering to role boundaries**

Persons in Positions of Responsibility and Authority should act within the confines of their duties at all times, subject to a direction by a relevant Senior Person.

With the exception of parents/carers of their own Children and Young People or where Persons in Positions of Responsibility and Authority are expressly authorised by the relevant parents/carers, Persons in Positions of Responsibility and Authority must not:

- provide unauthorised transportation to Children and Young People;
- engage in activities with Children and Young People who are Members outside of NV or an Affiliate authorised services, programs, events or activities;
- seek contact with Children and Young People who are Members outside NV or an Affiliate authorised services, programs, events or activities; and/or
- accept an invitation to attend any private social function at the request of a Child or Young Person who has participated, or is participating, in NV or an Affiliate authorised services, programs, events or activities.

If any Persons in Positions of Responsibility and Authority become aware of a situation in which a Child or Young Person requires assistance that is beyond the confines of that person's role, or beyond the scope of NV or an Affiliate, they should at the earliest opportunity:

- refer the matter to an appropriate support agency, as well as to NV;
- refer the Child or Young Person to an appropriate support agency;
- contact the Child or Young Person's parent or guardian as appropriate (which may be undertaken in consultation with NV); or
- seek advice from a Senior Person.

### **(c) WWCC**

Persons in Positions of Responsibility and Authority with children must comply with the NV Working with Children Check Regulation. Details of the regulation are found in the NV Child Safety in Netball Policy section 2.4.

### **(d) Use of language and tone of voice**

Language and tone of voice used in the presence of Children and Young People should:

- provide clear direction, boost their confidence, encourage or affirm them;
- not be harmful – therefore, avoid language that is intended to be, or is received or likely to be received by the individual it is directed at or any other person as:
- not be discriminatory, racist or sexist;





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- derogatory, belittling or negative, for example, by calling a Child or Young Person a 'loser' or telling them they are 'too fat';
- threatening or frightening; and /or
- profane or sexual.

### **(e) Supervision of Children and Young People**

Persons in Positions of Responsibility and Authority responsible for supervising Children and Young People in relation to whom NV and its Affiliates have a direct role in providing activities, events, programs and services, must strive to ensure that those participants:

- engage positively within the delivery of the service, program, event or facility;
- behave appropriately toward one another; and
- are in a safe environment and are protected from external threats.

Persons in Positions of Responsibility and Authority are required to avoid unsupervised situations with Children and Young People to whom NV or an Affiliate provides services, events, programs and/or activities and (where possible) to conduct all activities and/or discussions with participants in view of other Persons in Positions of Responsibility and Authority.

### **(f) Use of electronic communications**

Other than between Children and Young People, wherever possible, social media messages (such as text, email, Facebook or Instagram) sent to a Child or Young Person by a Person in a Position of Responsibility and Authority should be copied to their parent or carer.

Where a parent is not included in the communication:

- Restrict such communication to issues directly associated with delivering NV or an Affiliate's services, activity or program, such as advising that a scheduled event (such as training) is cancelled.
- Limit the personal or social content in such communications to what is required to convey the service-related message in a polite, friendly manner. In particular, do not communicate anything that a reasonable observer could view as being of a sexual nature.
- Do not use such communication to promote unauthorised 'social' activity or to arrange unauthorised contact.
- Do not request a Child or Young Person to keep a communication a secret from their parents or carers.
- Do not communicate with Children or Young People using internet chat rooms or similar forums such as social networking sites, game sites or instant messaging.



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### **(g) Giving gifts to Children and Young People**

The giving of gifts by Persons in Positions of Responsibility and Authority to Children and Young People to whom NV or an Affiliate provides service is subject to:

- obtaining prior authorisation from a Senior Person at NV or the relevant Affiliate; and
- parents or other responsible adults being made aware of any gift given.

### **(h) Photographs of Children and Young People**

Children and Young People to whom a service is delivered are to be photographed while involved in an NV or Affiliate's service, program, activity, event or facility only if:

- prior approval has been granted by their parents/guardian and by NV or the relevant Affiliate;
- the context is directly related to participation in Netball;
- the Child or Young Person is appropriately dressed and posed; and
- the image is taken in the presence of other Persons in Positions of Responsibility and Authority.

Except in the case of Children and Young People and/or their parents/carers distributing photos of themselves or their own children to each other or to others, images are not to be distributed (including an attachment to an email) to anyone outside Persons in Positions of Responsibility and Authority other than the child photographed or their parent/carer, without knowledge and approval of a Senior Person.

Images (digital or hard copy) are to be stored in a manner that prevents unauthorised access by others, for example:

- if in hard copy form, in a locked drawer or cabinet; or
- if in electronic form, in a 'password protected' folder.

Images (digital or hard copy) are to be destroyed or deleted as soon as they are no longer required.

Images are not to be exhibited on NV or an Affiliate's website without parental/carer knowledge and approval, or such images must be presented in a manner that de-identifies the Child or Young Person. Any caption or accompanying text may need to be checked so that it does not identify a Child or Young Person if such identification is potentially detrimental.

### **(i) Physical contact with Children and Young People**

Any physical contact with Children and Young People must be appropriate to the delivery of Netball services, events, programs or activities, such as when appropriately correcting technique and based on the needs of the Child or Young Person (such as to assist or comfort a distressed young person) rather than on the needs of Persons in Positions of Responsibility and Authority.



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Under no circumstances should any Persons in Positions of Responsibility and Authority have contact with Children or Young People participating in a NV and or Affiliate service, program, activity or event that:

- involves touching:
  - of genitals;
  - of buttocks; or
  - of the breast area

unless that is part of delivering medical or allied health services to which:

- the relevant Persons in Positions of Responsibility and Authority is qualified to deliver; and
  - the relevant medical intervention has the express prior consent of the relevant Children or Young Person and his/her parents/guardians or the relevant medical intervention is required in circumstances of a medical emergency;
- would appear to a reasonable observer to have a sexual connotation;
  - is intended to cause pain or distress to the Child or Young Person – for example corporal punishment;
  - is overly physical – for example, wrestling, horseplay, tickling or other roughhousing;
  - is unnecessary –for example, assisting with toileting when a Child or Young Person does not require assistance; or
  - is initiated against the wishes of the Child or Young Person, except if such contact may be necessary to prevent injury to the Child or Young Person or to others, in which case:
    - physical restraint should be a last resort;
    - the level of force used must be proportionate to the specific circumstances, and aimed solely at restraining the Child or Young Person to prevent them from causing harm to themselves or others; and
    - the incident must be reported to a Senior Person as soon as possible.

Persons in Positions of Responsibility and Authority are required to report to a Senior Person any physical contact initiated by a Child or Young Person that is sexual and/or inappropriate, for example, acts of physical aggression, as soon as possible, to enable the situation to be managed in the interests of the safety of the Child or Young Person, Persons in Positions of Responsibility and Authority and any other participants.



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### **(j) Sexual misconduct and relationships**

Under no circumstances is any form of 'sexual behaviour' to occur between, with, or in the presence of, Children or Young People participating in any NV or Affiliate environment. Engaging in sexual behaviour while participating in Netball services, events, programs or activities is prohibited even if the Children and Young Persons involved may be above the legal age of consent.

'Sexual behaviour' needs to be interpreted widely, to encompass the entire range of actions that would reasonably be considered to be sexual in nature, including but not limited to:

- 'contact behaviour', such as sexual intercourse, kissing, fondling, sexual penetration or exploiting a child through prostitution; and/or
- 'non-contact behaviour', such as flirting between adults and Children and Young People, sexual innuendo, inappropriate text messaging, inappropriate photography or exposure to pornography or nudity.

Consensual intimate relationships (whether or not of a sexual nature) between a Person in a Position of Responsibility and Authority and an adult participant should where possible be avoided as they can have harmful effects on the participant involved and on other Members and on NV's and Affiliate's public image.

These relationships can also be perceived to be exploitative due to the differences in authority, power, maturity, status, influence and dependence between the person of authority and the participant.

If a participant attempts to initiate an intimate sexual relationship with a person of authority, it is the Person in a Position of Responsibility and Authority's responsibility to discourage the approach and to explain why such a relationship is not appropriate.

The Person in a Position of Responsibility and Authority or participant may wish to seek advice or support from the Child Safety Protection Officer or equivalent if they feel harassed. The complaints procedure is outlined in the Policy.

### **(k) Overnight stays and sleeping arrangements for Children and Young People**

Overnight stays are to occur only with the authorisation of appropriate NV or Affiliate Senior Persons and of the parents/carers of the Children and Young People involved.

Practices and behaviour by Persons in Positions of Responsibility and Authority during an overnight stay must be consistent with the practices and behaviour expected during delivery of NV or an Affiliate services, programs, events and activities at other times.

Standards of conduct that must be observed by Persons in Positions of Responsibility and Authority during an overnight stay include but are not limited to:

- providing Children and Young People with privacy when bathing and dressing;
- observing appropriate dress standards when Children and Young People are present – such as no exposure to adult nudity;
- not allowing Children and Young People to be exposed to pornographic material, for example, through movies, television, the Internet or magazines;



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- not leaving Children and Young People under the supervision or protection of unauthorised persons such as hotel staff or friends;
- not involving sleeping arrangements that may compromise the safety of Children and Young People such as unsupervised sleeping arrangements, or an adult sleeping in the same bed as a Child or Young Person unless authorised to do so by NV or an Affiliate, as appropriate;
- the right of Children and Young People to contact their parents, or others, if they feel unsafe, uncomfortable or distressed during the stay; and
- parents expecting that their Children and Young People can, if they wish, make contact.

### **(l) Change room arrangements**

Persons in Positions of Responsibility and Authority are required to supervise Children and Young People in change rooms while balancing that requirement with a Child or Young Person's right to privacy. In addition, Persons in Positions of Responsibility and Authority:

- should avoid one-on-one situations with Children and Young People in a change room area;
- are not permitted to use the change room area to, for example, undress, while Children and Young People are present unless they are also competing in a NV or Affiliate event or are participating in a Netball training environment;
- need to ensure adequate supervision in 'public' change rooms when they are used;
- need to provide the level of supervision required for preventing Child Abuse by members of the public, adult service users, peer service users, or general misbehaviour, while also respecting a child's privacy; and
- need to ensure that females are not to enter male change rooms and males are not to enter female change rooms.

### **(m) Use, possession or supply of alcohol or drugs**

While on duty or carrying out their roles, Persons in Positions of Responsibility and Authority must not:

- use, possess or be under the influence of an illegal or illicit drug;
- use or be under the influence of alcohol;
- be incapacitated by any other legal drug such as prescription or over-the-counter drugs; and
- supply alcohol or drugs (including tobacco) to Children and Young People.

Use of legal drugs other than alcohol is permitted, provided such use does not interfere with a Person in Positions of Responsibility and Authority's ability to care for Children and Young People involved in NV and an Affiliate's services, programs, events or activities.



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### (n) Transporting children

Children and Young People are to be transported by Persons in Positions of Responsibility and Authority (other than by their parent(s)/carer(s) only in circumstances that are directly related to the delivery of Netball services, events, programs or activities. For example, Children and Young People should not be given casual lifts unrelated to Netball services, events or activities by Persons in Positions of Responsibility and Authority.

Children are to be transported by Persons in Positions of Responsibility and Authority only with prior authorisation from a Senior Person from NV or the relevant Affiliate and/or (where practical to do so) from the Child or Young Person's parent/carers. Gaining approval involves providing information about the proposed journey, including:

- the form of transport proposed, such as private car, taxi, self-driven bus, bus with driver, train, plane or boat;
- the reason for the journey;
- the route to be followed, including any stops or side trips; and
- details of anyone who will be present during the journey other than Persons in Positions of Responsibility and Authority.

### Transitional Period

The Policy and Code enters into force and applies to NV and its Affiliates and Members as of **1 January 2017**. However, from that date the regulation will allow a transitional period for the Working with Children Check provisions only. Originally, the transition period was for one year. However, due to the Working with Children Amendment Act 2016 (Vic) the transition period has been amended to **31 July 2017** to align with the new legislation. This means that NV, its Affiliates and Members will be permitted a transition period until **31 July 2017** to comply with the regulation as detailed in the Policy and referenced in the Code.

This transitional period for the Working with Children Check provisions now expires on **31 July 2017**. Therefore, the Working with Children Check provisions will be mandatory to NV, its Affiliates and Members by **1 August 2017** and failure to be in compliance by that date will be a breach of the Policy. Breaches of the Policy may lead to disciplinary sanctions in accordance with the processes provided in Part 3 of the Policy



# Our club is a fair play club

We expect the following standards of behaviour from every person involved in our club including players, spectators, parents, coaches, administrators.



## Integrity

- Be honest, fair, reliable and transparent
- Avoid conflicts of interest
- Strive to earn and maintain community trust
- Don't engage in, or advocate possession or use of banned performance enhancing or illicit drugs
- Don't participate in, or encourage match-fixing, illegal sports betting or other corruption.



## Respect

- Treat everyone in a considerate, objective and courteous manner
- Refrain from any form of discrimination, harassment, bullying, abuse, intimidation, victimisation or vilification of others.
- Recognise and value the contribution of all.



## Responsibility

- Accept the consequences of your actions
- Be a positive role model
- Comply with Victorian Child Safe Standards (2022)
- Understand the consequences of breaching the Code.
- Report and manage breaches.



## Fairness

- Play by the rules and in the spirit of the game
- Be informed, consistent, impartial and reasonable
- Be a 'good sport'
- Provide a 'fair go' to people of all abilities.



- Provide a safe, welcoming and inclusive environment
- Ensure equipment, facilities and programs meet the required standards
- Support club policies E.g. child safeguarding and member protection
- Show concern and caution for others. Immediately report issues