CODE OF BEHAVIOUR - COACHES, OFFICIALS AND SUPPORT STAFF

As a coach, official and/or support staff member appointed by Basketball New South Wales (BNSW), or by a member organisation that has adopted this Member Protection By-Law and/or this code, you are expected to meet the following requirements in regard to your conduct at all times:

1. Comply and encourage compliance with all relevant legislation, BNSW By-Laws and all BA and BNSW policies (including but not limited to the National Integrity Framework, Child Safeguarding Policy and Member Protection Policy).

2. Encourage and adhere to the rules and spirit of the sport of basketball including national and international guidelines, regulations and rules that govern BNSW and the game of basketball and the particular competition in which you are participating.

3. Make a commitment to providing a quality service to athletes, BNSW and the game of basketball by:

    a) Maintaining or improving your current level of accreditation;

    b) Seeking continual improvement through performance appraisal and education;

    c) Providing a training program which is planned and sequential; and

    d) Maintaining relevant records

4. Be fair, considerate and honest with all players, officials and team members. Ensure that every player's time spent with you is a positive experience. Treat each player as an individual by:

    a) Providing each player with equal attention and opportunities;

    b) Respecting the talent, development stage and goals of each individual player; and

    c) Helping each player reach his or her full potential

5. Do not use your involvement with BNSW to promote your own beliefs, behaviours or practices where these are inconsistent with those of BNSW.

6. Refrain from any form of abuse, harassment or discrimination, or any conduct which might reasonably be regarded as abuse, harassment or discrimination towards others. Be alert and report any conduct which may be reasonably regarded as abuse, harassment or discrimination that is directed towards athletes from other sources whilst they are in your care.

7. Ensure that any physical contact with players is appropriate for the situation and necessary for the player's skill development.

8. Refrain from having any intimate relationship with any athletes under your care, supervision or tutelage.

9. Avoid unaccompanied and unobserved activities with persons under the age of 18 years wherever possible.

10. Treat people involved in the game of basketball with courtesy and respect having proper regard for their rights and obligations, and in particular respect their safety and the spirit of fair play.

11. Team coaching staff and management should not remain in team changing rooms unnecessarily. Generally, coaching staff and management should only be required in changing rooms for pre-game or post-game meetings between coaches and athletes, or if attendance is otherwise necessary.

12. Refrain from any conduct which is; might be reasonably regarded as; or is being investigated for potentially being; a breach of the law applicable to the jurisdiction in which you are located at any time.

13. Do not denigrate and/or intimidate players, officials, spectators or event organisers in any way.

14. Refrain from unnecessary or obvious dissension, displeasure or disapproval with officials' decisions or spectator or player conduct.

15. Be responsible in the consumption of alcohol products. You must also be responsible for the consumption of alcohol products by athletes in your care that are under the legal age for consumption of such products.

16. Treat another person's property with respect and due consideration of its value.

17. Respect the law and customs of each area you visit in foreign countries.

18. Do not make statements or take part in, or otherwise participate in demonstrations (whether verbally, in writing or by any act or omission) regarding political, religious or racial matters or any such matters which are prejudicial to or contrary to the objects, purposes or interests of BNSW or which bring BNSW or the squad or team into disrepute.

19. Show concern and caution towards sick and injured athletes by:

    a) Providing a modified training program where appropriate;
    b) Allowing further participation in training and competition only where appropriate;
    c) Seeking medical advice when required; and
    d) Maintaining the same interest and support towards sick and injured athletes

20. Provide a safe environment for training and facilities and competition by:

    a) Ensuring equipment and facilities meet safety standards; and
    b) Ensuring equipment, rules and the environment are appropriate for the age and ability of the athletes

21. Behave and encourage behaviour that upholds the highest standards of integrity and dignity. Uphold, and not injure or compromise, the standing and reputation of Basketball New South Wales.

22. Not engage in, or encourage, any conduct which is unbecoming of a BNSW representative that brings the game of basketball and/or BNSW into disrepute or is otherwise harmful to the interests of basketball and/or BNSW.

23. Basketball NSW requests that all coaching and support staff refrain from having team members, especially those under 18 years, as personal Facebook or social media friends in any form.. A closed group format to assist with communication is available for State Teams and State Programs, as required through appropriate BNSW Staff.

Be a positive role model for basketball and players. Encourage all participants to demonstrate the qualities outlined in this Code.

What is a breach of the MPP By-Law?

It is a breach of this By-Law for any person or organisation bound by this policy to do anything contrary to this By-Law, including but not limited to:

1. Breaching any aspect of this Code of Behaviour;;
2. Bringing the sport and/or Basketball New South Wales into disrepute, or acting in a manner likely to bring the sport and/or Basketball New South Wales into disrepute;
3. Failing to follow Basketball New South Wales policies and By-Laws (including this By-Law) and our procedures for the protection, safety and well-being of children;
4. Discriminating against, harassing or bullying (including cyber-bullying) any person;
5. Victimising another person for making or supporting a complaint;
6. Engaging in an inappropriate intimate relationship with a person that he or she supervises, or has influence, authority or power over;
7. Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
8. Disclosing to any unauthorised person or organisation any Basketball New South Wales information that is of a private, confidential or privileged nature;
9. Making a complaint that they know to be untrue, vexatious, malicious, or improper;
10. Failing to comply with a penalty imposed after a finding that the individual or organisation has breached this By-Law; and
11. Failing to comply with a direction given to the individual or organisation as part of a disciplinary process.

Disciplinary measures

Basketball New South Wales may impose disciplinary measures on an individual or organisation for a breach of this By-Law and policies. Any disciplinary measure imposed will be:

- Fair and reasonable;
- Applied consistent with any contractual and employment rules and requirements;
- Based on the evidence and information presented and the seriousness of the breach; and
- Determined in accordance with our Constitution, Policies, this By-Law and/or rules of the sport.
- May include, a direction that the organisation or the individual make a verbal and/or written apology; a written warning; a direction that the individual attend counselling to address their behaviour; a withdrawal of any awards or scholarships; fines; a suspension or termination of the individual's membership or participation or engagement in a role or activity; in the case of a coach or official, a direction that the relevant organisation de-register the accreditation of the coach or official for a period of time or permanently; and any other form of discipline that Basketball NSW considers appropriate.