

East Geelong Football & Netball Club

eastgeelongfnc@gmail.com
PO Box 714, Geelong, 3220
ABN 33 754 607 006

REGISTRATION TERMS AND CONDITIONS FOOTBALL AND NETBALL

Registration to participate in Football and/or Netball to the East Geelong Football and Netball Club is subject to the following terms and conditions.

This includes the following documents:

- East Geelong Football and Netball Club Child Safe Policy
- East Geelong Football and Netball Club Child Safe Code of Conduct
- AFL Barwon Player and Officials Code of Conduct
- AFL Barwon Parent and Spectator Code of Conduct
- AFL Barwon Junior Coaches Code of Conduct
- Netball Victoria General Code of Conduct
- Netball Victoria Administrator Code of Conduct
- Netball Victoria Coach Code of Conduct
- Netball Victoria Guardian Code of Conduct
- Netball Victoria Junior Player Code of Conduct
- Netball Victoria Player Code of Conduct
- Netball Victoria Spectator Code of Conduct
- Netball Victoria Umpire Code of Conduct

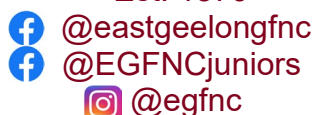
Please ensure you are familiar with these documents (following). If you have any questions on any of the content please contact the club at eastgeelongfnc@gmail.com

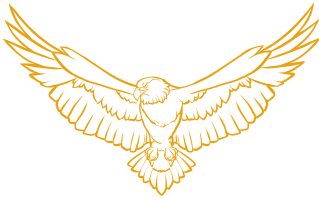
Copies of other relevant club policies can be found at <https://www.eastgeelongfnc.com.au/governance/>

Additional information can be located at the [AFL Barwon](#) and [Netball Victoria](#) websites.

Any car pooling to matches and/or training is at the discretion of parents and guardians. The Club will not organise for car pooling.

Est. 1879





Child Safe Code of Conduct

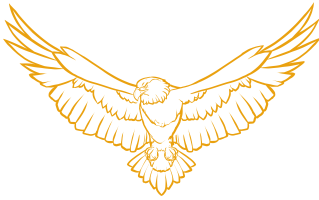
This Code of Conduct outlines appropriate standards of behaviour by adults towards children and aims to protect children and reduce any opportunities for abuse or harm to occur. It provides everyone involved in East Geelong Football and Netball Club (EGFNC) with guidance on how to best support children and how to avoid or better manage difficult situations.

All people involved in EGFNC's activities, including coaches, officials, volunteers and parents are responsible for supporting and promoting the safety, wellbeing and empowerment of children and young people by:

- Adhering to our Child Safety and Wellbeing Policy, this Code of Conduct and other Club policies
- Encouraging children to 'have a say' and participate in all relevant organisational activities where possible, especially on issues that are important to them
- Taking all reasonable steps to protect children from abuse
- Treating everyone with dignity and respect, including listening to and valuing their ideas and opinions
- Welcoming all children and their families and carers and being inclusive
- Respecting the cultural, religious and political differences and acting in a culturally sensitive way particularly when engaging Aboriginal and Torres Strait Islander children or children from culturally and linguistically diverse background and those with a disability
- Modelling appropriate adult behaviour
- Listening to children and responding to them appropriately
- Reporting and acting on any breaches of this Code and treating all complaints or concerns appropriately, seriously and with respect.
- Complying with our guideline on physical contact with children to:
 - Always maintain appropriate boundaries
 - Maintain physical boundaries
 - Respect emotional boundaries
 - Keep social boundaries outside of clubs
 - Minimise physical contact
 - Avoid being alone with a child
 - Do not get into relationships with those you're coaching
- Working with children in an open and transparent way – other adults should always know about the work you are doing with children
- Respecting the privacy of children and their families, and only disclosing information to people who have a need to know.

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EGFNC staff and volunteers **MUST NOT**:

- Seek to use children in any way to meet the needs of adults including:
 - Show or share sexually suggestive material to a child in any form such as e-mail, text, movie, sound, or picture file
 - Hold, kiss, cuddle or touch a child in an age/culturally inappropriate manner or, in a manner considered inappropriate by reason of the nature of the occasion/program/activity/event, except for appropriate touch, for example to comfort distress, injury.
 - Take or publish unauthorized photos, movies or recordings of a child or young person, including online without parental/guardian consent
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Use prejudice, oppressive behaviour or language with children
- Engage in rough physical games
- Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality
- Initiate unnecessary physical contact with children or do things of a personal nature that children can do for themselves, such as toileting or changing clothes
- Develop 'special' relationships with specific children or show favouritism through the provision of gifts or inappropriate attention
- Exchange personal contact details such as phone number, social networking site or email addresses with children
- Have unauthorised contact with children and young people online or by phone.
- Ignore or disregard any concerns, suspicions or disclosures of child abuse

I understand that if I breach the EGFNC Code of Conduct I may receive a warning or be stepped down from my role within the Club. I acknowledge my responsibility to immediately report any breach of this code or allegations of child abuse to the Club President or Child Safety Officer.

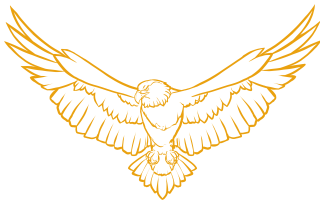
Signed Witness

Name Name

Date

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EAST GEELONG FOOTBALL AND NETBALL CLUB CHILD SAFETY AND WELLBEING POLICY

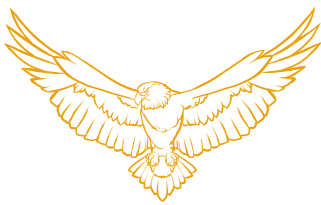
1. PURPOSE

- 1.1 The purpose of this policy is to educate all members, staff, supporters and spectators of the East Geelong Football and Netball Club (EGFNC) on their responsibilities when interacting with children and young at our people Club and to familiarise members, staff, supporters and spectators with the Club's processes for its response to any concerns, incidents or allegations of harm or abuse to children and young people.

2. POLICY STATEMENT

The East Geelong Football and Netball Club:

- 2.1. is committed to creating a safe, inclusive and welcoming environment for all children and young people who participate in football, netball and umpiring activities at our Club;
- 2.2. is committed to implementing child safe practices in accordance with the Victorian Child Safe Standards (Appendix 1);
- 2.3. has zero tolerance for any form of child abuse or harm and will act quickly to protect children and young people should an incident occur. All complaints will be treated seriously, fully investigated and handled confidentially;
- 2.4. is committed to the active participation of children and young people at the Club, ensuring all children and young people know their rights, have their views taken seriously and involve them in decisions that may directly affect them and their peers at the Club;
- 2.5. recognises the important role families play in supporting children and young people to participate in Australian football and netball, and values the input of families in decision making at our Club;
- 2.6. recognises the particular needs of Aboriginal and Torres Strait Islander children and young people and will promote their cultural safety within the Club environment;
- 2.7. All children and young people have equal rights to protection from harm and abuse regardless of their race, religion, age, disability cultural background, gender, sexual orientation or family/social background. Our Club considers that the health, safety and wellbeing of children and young people take priority over all other competing considerations.
- 2.8. The safety and wellbeing of all children and young people at our club is a shared responsibility between the Club, its staff, contractors, associates, parents/carers, coaches, spectators, volunteers and members of our Club community.

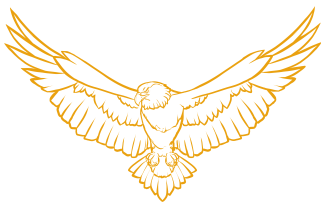


3. SCOPE

- 3.1. This Policy applies to everyone involved at our Club including (but not limited to) participants, parents, spectators, contractors, officials, coaches, and board/committee members.
- 3.2. This Policy should be read in conjunction with Club's related policies and procedures, the Victorian Child Safe Standards (Appendix 1) and Commonwealth and Victorian legislation (Appendix 2).
- 3.3. Our Club is committed to continually reviewing its policies and practises to protect the safety and wellbeing of all children and young people. This policy will be reviewed on a regular basis in consultation with all Club participants including children, young people, parents/carers, board/committee members and other interested parties.

4. DEFINITIONS

- 4.1. **Child and Young Person** means a person under the age of 18 years.
- 4.2. **Child Abuse** includes all forms of physical, emotional, psychological, verbal and/or sexual abuse. Child abuse also includes sexual exploitation, neglect or negligent treatment, grooming, harassing behaviour, bullying or other exploitation of a child or young person and includes any actions that results in actual or potential harm to a child or young person. Child abuse can be a single incident or take place over time.
- 4.3. **Child protection** means any responsibility, measure or activity undertaken to safeguard children from harm.
- 4.4. **Club** is the name of the Club outlined in the header of this Policy document.
- 4.5. **Family violence** occurs when children and young people are forced to live with violence between adults in their home. Family violence includes violence between members of a family, or extended family, or those fulfilling the role of family in a child or young person's life. It can include witnessing violence or the consequences of violence. Exposure to family violence places children and young people at increased risk of injury and harm and has a significant impact on their wellbeing and development.
- 4.6. **Grooming** is a term used to describe what happens when a perpetrator builds a relationship with a child or young person with the intent to abuse or harm them. Perpetrators may also groom parents/carers by forming relationships of trust with parents/carers before harming a child or young person. Grooming can take place over a long period of time before abuse occurs or the abuse can happen relatively quickly. Grooming can take in physical (face-to-face) environments or online.
- 4.7. **Harm** can be any action that may have a significant impact on a child or young person's physical, psychological or emotional wellbeing. Harm can be caused by:
 - Physical, psychological or emotional abuse or neglect;
 - Sexual abuse or exploitation;
 - Family violence;
 - a single act, omission or circumstance; and
 - a series or combination of acts, omissions or circumstances.



4.8. **Sexual abuse or exploitation** is any act which exposes a child or young person to or involves them in sexual acts beyond their understanding or contrary to accepted community standards. Sexual offence behaviours can include the fondling of genitals, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, fondling of breasts, grooming, voyeurism, exhibitionism, and exposing the child to or involving the child in pornography. It also includes engaging a child or young person to participate in sexual conversations online.

4.9. **Concerns and complaints** include any issue that an adult or peer considers may negatively impact on the safety or wellbeing of a child or young person.

5. EXPECTED BEHAVIOUR AT OUR CLUB

5.1. All participants, parents, spectators, contractors, officials, coaches, and board/committee members have responsibilities in relation to the safety and wellbeing of children and young people at our Club and are expected to:

5.1.1. understand the definitions of child abuse and harm and act on anything that they hear or see;

5.1.2. understand the rights of children, as appropriate to their role and cause no harm to a child or young person;

5.1.3. value equity and diversity at the club and treat all children and young people with respect regardless of their race, religion, age, disability cultural background, gender, sexual orientation or family/social background;

5.1.4. at all times, know and follow this Policy and related child safety and wellbeing guidance (including but not limited to our Club's Child Safe Code of Conduct and Complaints Policy);

5.1.5. co-operate with police and/or other formal investigations to the best of their ability.

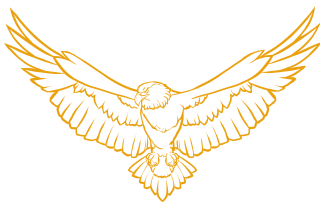
5.2. All third-party contractors are expected to abide by our Club's Child Safe Code of Conduct, and where they may engage with children or young people, sign an agreement requiring them to comply with this Policy and our Club's Child Safe Code of Conduct, prior to delivering any services.

5.3. Our Club will appoint a Child Safety Officer (CSO) role that will be the primary point of contact for all concerns and complaints related to child safety and wellbeing.

6. RECRUITMENT AND SCREENING

6.1. Our Club seeks to implement screening practices that reduce the risk of harm or abuse to children and young people by:

6.1.1. Recruiting people suitable to work and interact with children and young people (e.g. by requiring Working With Children Check or other State equivalent and/or Police checks). No adult will be allowed to work in a child related role at our Club until a valid Working with Children Check and/or Police Check has been obtained.



6.1.2. Undertaking background checks of staff, contractors and volunteers who interact with children and young people such as two referee checks with specific child related questions.

6.2. Our Club also requires that all board/committee members hold a valid Working with Children Check.

6.3. Once engaged, staff, volunteers, board/committee members and contractors must read this Policy and related documents (such as those outlined in Appendix 2) and familiarise themselves with child safe practices at our Club.

7. SUPPORTING CLUB STAFF, COMMITTEE MEMBERS AND VOLUNTEERS

7.1. Our Club is committed to supporting all staff, board/committee members and volunteers to understand how to create a child safe and child friendly environment at our club.

7.2. Our Club recommends that staff, board/committee members and volunteers familiarise themselves with the following online training in child safe practices - AFL *Safe Footy* Safeguarding webinars and resources, Play by the Rules training (child protection, cultural awareness, LGBTI+ inclusive clubs, Let Kids be Kids, Complaint handling) and eSafety Commissioner (safe online environments) (Appendix 3).

8. RISK MANAGEMENT APPROACH

8.1. Our Club recognises the importance of identifying and managing risks to children and young people in physical and online environments and will implement a risk management plan to address risks.

8.2. The risk management plan will be updated on a regular basis in consultation with staff, volunteers, parent representatives and children and young people to ensure it is fit for purpose.

9. COMPLAINTS AND REPORTING

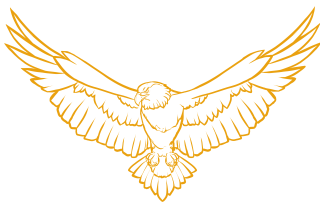
9.1. Our Club will take all concerns and complaints seriously, whether they are raised by an adult, child or young person. All child related concerns and complaints will be responded to promptly and confidentially.

9.2. Our Club has a complaint handling policy in place and a child friendly complaints poster to help children and young people to understand how they can raise a concern or a complaint with the Club.

9.3. If there is concern for the immediate safety of a child or young person, immediately call the Police '000'.

9.4. If a child or young person is not in immediate danger but any person who believes on reasonable grounds that a child or young person is in need of protection from any form of child abuse or harm, may disclose that information to the Police, Child Protection or the Commissioner for Children & Young People.

9.5. If a concern or complaint includes an allegation or incident of child abuse or harm, Club staff and volunteers must report it in accordance with our Club's Complaints Policy.



9.6. Any Club staff member, board/committee member or volunteer who is the subject of a child or young person related concern or complaint may be requested to stand down from their position in the Club during an investigation, have their duties altered so they do not engage with children and young people and/or have their access to the Club's IT system/database removed.

9.7. Our Club will investigate allegations of inappropriate conduct against a child or young person in accordance with procedural fairness and will handle the allegations in a confidential and sensitive manner.

9.8. Our Club will keep a register of any allegations regarding inappropriate conduct.

9.9. REPORTING SEXUAL ABUSE

9.9.1. If a person receives information that leads them to form a reasonable belief that a sexual offence has been committed, that person has a legal obligation to disclose that information to the Police as soon as it is practicable. Individuals who fail to comply with this obligation under the *Crimes Act 1958* (Vic) may be subject to a penalty of imprisonment.

9.9.2. A number of professions in the community (including but not limited to teachers, nurses and doctors) are also required by law to report to Child Protection where they have formed a belief, on reasonable grounds, that a child is in need of protection because they have suffered (or are likely to suffer) significant harm due to physical or sexual abuse.

9.9.3. This report must be made as soon as practicable, and on any occasion where they become aware of other allegations and have reasonable grounds for belief.

10. POLICY BREACHES

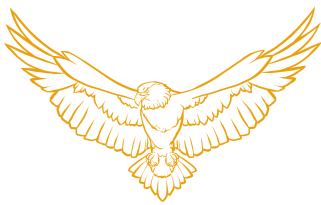
10.1. It is a breach of this Policy for any person or organisation subject to this Policy to have been found to have done anything contrary to this Policy. Any person who breaches this Policy is subject to Club discipline processes as outlined in the Club Constitution.

11. RECORD KEEPING AND INFORMATION SHARING

11.1. Our Club is committed to making and retaining accurate records of reports of child safety related concerns and complaints.

11.2. Our Club will maintain records and outcomes of investigations and resolutions of concerns and complaints. In maintaining records of reports about child safety, our Club will maintain confidentiality and privacy for children and families in accordance with legislation.

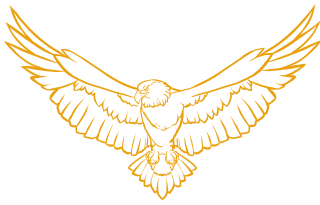
11.3. As part of our Club's commitment to continuously improve our children and young people safety practices, the Club will review identified risks to child and young people through the incident management and record keeping process and will incorporate those risks into the risk management plan.



- 11.4. From time to time, our Club may share relevant information to promote the safety and wellbeing of children and young people where appropriate and in their best interest. This may include sharing information with external authorities to comply with the law or to prioritise the safety of a child or young person.

Appendix 1

Victorian Child Safe Standards	
1	Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.
2	Child safety and wellbeing is embedded in organisational leadership, governance and culture.
3	Children and young people are empowered about their rights, participate in decisions affecting them and are taken seriously.
4	Families and communities are informed and involved in promoting child safety and wellbeing.
5	Equity is upheld and diverse needs respected in policy and practice.
6	People working with children and young people are suitable and supported to reflect child safety and wellbeing values in practice.
7	Processes for complaints and concerns are child focused.
8	Staff and volunteers are equipped with the knowledge, skills and awareness to keep children and young people safe through ongoing education and training.
9	Physical and online environments promote safety and wellbeing while minimising the opportunity for children and young people to be harmed.
10	Implementation of the Child Safe Standards is regularly reviewed and improved.
11	Policies and procedures document how the organisation is safe for children and young people.



Appendix 2

RELATED DOCUMENTS & LEGISLATIVE REQUIREMENTS

This Policy should be read in conjunction with:

- the laws of the Commonwealth and Victoria (as amended from time to time) including but not limited to:
 - *Children, Youth and Families Act 2005* (Vic)
 - *Child Wellbeing and Safety Amendment (Child Safe Standards) Act 2015* (Vic)
 - *Crimes Act 1958* (Vic) Failure to Disclose Sexual Offence Committed Against a Child Under 16 (section 327); Failure by a Person in Authority to Protect a Child from a Sexual Offence (section 49 O);
 - *Working with Children Act 2005* (Vic); and
 - *Wrongs Act 1958* (Vic) Organisational liability for child abuse.
- the Club's policies and procedures, including but not limited to:
 - EGDNC Inc Constitution;
 - Child Safe Code of Conduct;
 - Child Safe Reporting Process;
 - Complaints Policy;
 - Sunsmart Policy; and
 - Social Media Policy

Appendix 3

RELATED CHILD SAFETY EDUCATION RESOURCES AND LINKS

- AFL Safe Footy Safeguarding webinars and resources
www.afl.com.au/clubhel/safeguarding-children
- Play by the Rules training (child protection, cultural awareness)
www.playbytherules.net.au
- eSafety Commissioner (safe online environments and sporting organisations)
www.esafety.gov.au

AFL BARWON JUNIOR CODES OF CONDUCT

Player And Officials Code Of Conduct

Players and Official Code of Conduct is in place to ensure football is a positive and enjoyable for everyone. All players are expected to abide by the Code of Conduct.

Each Player and Official must:

- a) Not bring the game of Australian Football, the AFL, or the League or the Club into disrepute;
- b) Participate in Competition Matches in accordance with the Laws of Australian Football;
- c) Respect the spirit of the Laws of Australian Football and fair play, and behave accordingly;
- d) Display and foster respect for Umpires, opponents, Coaches, administrators, Officials, parents and spectators;
- e) Never argue with or dispute a decision of an Official or Umpire. If a Participant disagrees with a decision, they should deal with their dispute in accordance with the relevant Rules, Regulations, Policies and Determinations;
- f) Control their emotions, and not engage in verbal abuse of or swearing at or in the vicinity of others, sledging Players and/or Coaches or behaviour that deliberately distracts or provokes an opponent;
- g) Comply with the AFL and LEAGUE XXX Rules and Regulations including the National Member Protection Policy, the League By-Laws and this Code of Conduct;
- h) Never engage in any type of violence either on or off the field;
- i) Contribute to a safe sporting environment and respectful culture which is accepting of individual differences, and behave accordingly;
- j) Cooperate with their Club Officials, Coaches and team-mates;
- k) Participate for their own enjoyment and benefit and for the enjoyment and benefit of their teammates, Coaches and Club Officials;
- l) Comply with and observe the AFL Vilification and Discrimination Policy including respecting the rights, dignity and worth of all participants regardless of gender, ability, sexual orientation, cultural background or religion;
- m) Not engage in conduct that is, unethical, unbecoming or likely to cause harm to the reputation of the Participant or the Club;
- n) Not take part in any form of bullying including via the use of social media;
- o) Not make or post inappropriate, offensive or discriminatory comments in public, including via social media, about Players, Clubs, Umpires, Officials, the AFL, or the League. Social media includes, but is not limited to, email, instant messaging, text messages, phone messages, digital images, website postings (including social media such as, but not limited to Facebook, Twitter, LinkedIn, Instagram, websites and blogs) and;
- p) Use appropriately the facilities and equipment made available for administration, coaching, training, Competition Matches and events, including facilities provided by the opposing teams;

AFL BARWON JUNIOR CODES OF CONDUCT

Parents and Spectators Code of Conduct

The Code of Conduct aims to provide a safe environment for participation. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending a game or event will not be tolerated.

Each Parent and Supporter must:

- a) Support the participants and enjoy the Match;
- b) Encourage participation, but don't force it;
- c) Teach that enjoyment is more important than winning;
- d) Not ridicule mistakes or losses;
- e) Lead by example and respect all Players, Coaches, Umpires, Officials and spectators. Physical or verbal abuse will not be tolerated;
- f) Recognise all volunteers who give up their valuable time;
- g) Not publicly criticise Umpires and instead raise personal concerns with Club Officials in private;
- h) Do not use remarks based on race, religion, gender or ability as many such comments are politically incorrect and it is your Coach, team-mates, Club and family that are let down with such remarks;
- i) Respect the facilities and equipment of their own and opposing Clubs;
- j) Not engage in physical and/or verbal intimidation, abuse or conduct toward any Player, Official, Umpire or supporter;
- k) Condemn the use of violence in any form, whether it is by spectators, Coaches, Officials or Players;
- l) Not to enter the field of play in any sanctioned Competition Match unless granted permission by an Official to do so;
- m) Not take part in any form of bullying including via the use of social media;
- n) Not make or post inappropriate, offensive or discriminatory comments in public, including via social media, about Players, Clubs, Umpires, Officials, the AFL, or the League. Social media includes, but is not limited to, email, instant messaging, text messages, phone messages, digital images, website postings (including but not limited to Facebook, Twitter, LinkedIn, Instagram, websites and blogs).

Non-Compliance

Parents or others found to have behaved inappropriately, and who are associate members or have agreed to abide by our club's Code of Behaviour and this policy, may face disciplinary action as outlined in our Member Protection Policy.

AFL BARWON JUNIOR CODES OF CONDUCT

Coaches Code of Conduct

"I _____ of _____

hereby commit to the best of my ability, to uphold the following requirements of the AFL Coaches' Code of Conduct whilst representing myself and the Australian Football League (AFL).

I understand that as an integral component of my AFL National Coaching Accreditation, I must maintain a standard of behaviour and conduct in the best interests of the sport of Australian football and the players and/or staff in my care.

By signing this Code of Conduct, I understand and agree that:

1. I will respect all individuals within the context of my involvement in Australian football, and will refrain from any discriminatory practices including, but not limited to, discrimination on the basis of race, religion, gender, ethnic background, special ability/disability or sexual orientation, preference or identity.
2. I will abide by and teach the AFL Laws of the Game and the Rules of my Club and League/Association.
3. I will be reasonable in the demands I make on the time commitments of the players in my care, having consideration for their health and well-being.
4. I will be supportive at all times and I will refrain from any form of personal or physical abuse and unnecessary physical contact with the players in my care.
5. I will show consideration for varying maturity and levels of ability of my players when designing practice schedules, practice activities and involvement in football competition.
6. Where I am responsible for players in the 5-18 year old age group, I will use best endeavours to ensure that players gain equal playing time.
7. I will monitor and ensure the safety of players in my care.
8. In recognising injury and sickness, I will seek and follow the physician's advice concerning the participation and / or return to training of injured or ill players.
9. I will keep up to date with the principles of coaching and skill development, and of factors relating to the welfare of my players.
10. I will at all times display and teach appropriate sporting behaviour, ensuring that players understand and practice fair play.
11. I will display and foster respect for umpires, opponents, coaches, administrators, officials, parents and spectators.
12. I will ensure that players are involved in a positive environment where skill learning and development are priorities and are not overshadowed by a desire to win.
13. I reject the use of performance enhancing substances in sport and will abide by the guidelines in the AFL Anti-Doping policy.
14. I acknowledge that the AFL, or a body affiliated with the AFL, may take disciplinary action against me if I breach any part of this Code of Conduct. I understand that the AFL, or a body affiliated with the AFL, is required to implement a complaints handling procedure in accordance with the principles of natural justice, in the event of an allegation against me.
15. I acknowledge that disciplinary action against me may include de-registration as a Coach and a member of CoachAFL.
16. I have read, understood and agree to be bound by the Terms and Conditions of Accreditation as a coach and member of CoachAFL.

NAME:

SIGNATURE:

DATE:

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

ADMINISTRATOR 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](#), 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. This also applies in your role as an administrator of Netball Victoria, a Region, an Affiliated Association/League or Club.

1. Fully comply with the [Child Safety in Netball Code of Conduct](#).
2. Be fair, considerate, and honest in all dealings with others.
3. Be professional in, and accept responsibility for your actions. Your language, presentation, manners and punctuality should reflect high standards.
4. Resolve conflicts fairly and promptly through established procedures.
5. Maintain strict impartiality.
6. Be aware of your legal responsibilities.
7. Develop a positive sport environment by allowing for the special needs of the players (especially children), by emphasising enjoyment and by providing appropriate development and competitive experiences.
8. Involve players in the planning, leadership, evaluation and decision making relating to the activity.
9. 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.
10. Ensure that everyone (administrators, coaches, players, umpires, parents, spectators, sponsors and physicians) emphasise fair play in netball activities and games.
11. Where appropriate, distribute a Code of Conduct to coaches, players, umpires, parents, spectators and the media.

COACH 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](#), 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. Be acutely aware of the power, as a coach, develops with your players ensuring an environment free of sexual harassment, bullying, discrimination or victimisation.
11. Avoid situations with your players that could be constructed as compromising.
12. Ensure that training tasks, training equipment and facilities are safe and suitable for age, experience, ability and physical and psychological conditions of the players.

13. 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.
14. 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).
15. Recognise individual differences in players and always think of the player's long- term best interests.
16. Set challenges for each player which are both achievable and motivating.
17. Aim for excellence based upon realistic goals and due consideration for the participant's growth and development.
18. As a coach, present yourself as a role model that promotes the positive aspects of netball by maintaining the highest standards of personal conduct.
19. Recognise your player's rights to consult with other coaches and advisers.
20. Do not exploit any coaching relationship or information gained through Netball Victoria Programs, to further personal, political, or business interests.
21. Be honest and ensure that coaching accreditations/qualifications are not misrepresented.
22. Make a commitment to provide training programs that are planned and sequential.
23. 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.

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.

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).

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).

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

UMPIRE CODE OF CONDUCT

Last updated: May 2020

As an Umpire, 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, an Affiliated Association/League or Club in your role as an umpire.

1. Fully comply with the [Child Safety in Netball Code of Conduct](#)
2. Treat all players with respect
3. Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring players play within the rules. Reasonable care consists of advising the players of illegal body movements, showing due diligence in detecting and correctly penalising infringements.
4. Place the safety and welfare of the players above all else, ensuring the court and its surrounds are complaint.
5. Umpires must be impartial and maintain a high standard of personal behaviour.
6. Avoid situations which may lead to a conflict of interest.
7. Be courteous, respectful and open to discussion and interaction.
8. Maintain or improve your current performance level and seek continual improvement.
9. Refrain from any personal abuse towards players including verbal, physical and emotional abuse. Be aware of abuse directed towards the players from other sources. (Abide by Netball Victoria's Member Protection Regulation.)
10. Refrain from any form of harassment towards players. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status. (Abide by Netball Victoria's Member Protection Regulation).
11. Show concern and empathy towards ill and injured players.