

**CENTRAL DISTRICT NETBALL CLUB
POLICY DOCUMENT**

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CODE OF BEHAVIOUR - UMPIRE

PURPOSE OF THE POLICY

Central District Netball Club (“Club”) seeks to provide a safe, fair and inclusive environment for everyone involved in netball.

To achieve this, the Club requires certain standards of behaviours of players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

The Club’s Code of Behaviour policies are underpinned by the following core values:

- To act within the rules and spirit of netball.
- To display respect and courtesy towards everyone involved in netball and prevent discrimination, bullying and sexual harassment.
- To prioritise the safety and well-being of children and young people involved in netball.
- To encourage and support opportunities for participation in all aspects of netball.

SCOPE OF THE POLICY

The Club’s Code of Behaviour policies apply to the following people, whether they are operating in a paid or unpaid/voluntary capacity within the Club:

- Individual Members, including players, coaches and officials.
- Individuals sitting on boards, committees and sub-committees.
- All employees, volunteers, independent contractors and other workplace participants.
- Any other person that is a member of or affiliated to Netball Australia or Netball South Australia.
- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible.
- Any other Person who has agreed to be bound by this policy.

The Club’s Code of Behaviour applies to each of the above persons at all times during netball related activities and at all times when acting in any capacity, whether voluntary or paid, on behalf of the Club.

BREACHING THE POLICY

Any alleged breach of the Club’s Code of Behaviour should be managed by using the process outlined in the Club’s Grievance policy (Code: CDNCPOL08).



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 the Club, Netball South Australia, the Adelaide Metropolitan Netball Division or any other Affiliates:

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



UMPIRE SPECIFIC CODE OF BEHAVIOUR

In addition to the Club's General Code of Behaviour (above), you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of the Club or Affiliates in your role as an umpire:

- Umpire in accordance with the Official Rules of the Game.
- Treat all players, coaches, bench officials and other umpires with respect.
- 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 appropriate action to manage dangerous play.
- Maintain a high standard of personal behaviour at all times.
- Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and umpiring at all times.
- Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
- Be courteous, respectful and open to discussion and interaction with other netball participants.
- Maintain or improve your current performance level and seek continual improvement.
- Be honest and do not allow your qualifications/accreditation to be misrepresented.
- Maintain impartiality at all times and do not enter into any action that gives favour to one team over the other.