



ROCKHAMPTON NETBALL ASSOCIATION INC.

POLICY

Governance

Policy Name

Behaviour Management Policy

Version Control

17.11.16	Draft version 2	L. Friske
9/3/17	Supersedes RNA Sportsmanship Policy – Endorsed	Management
12/11/19	Review	N Hitchcock
21/11/19	Changes endorsed	Management

1. Rationale

- 1.1 The Rockhampton Netball Association is committed to providing an environment focused on the rights of people to enjoy themselves and develop social and physical skills.
- 1.2 The Rockhampton Netball Association is committed to a netball environment which is free of verbal and physical abuse.
- 1.3 The Rockhampton Netball Association is committed to providing a supportive environment for administrators, players, coaches, officials and volunteers to enable them to fulfil their roles.

2. Objectives

The objectives of the Rockhampton Netball Association Behaviour Management Policy are to:

- 2.1 Provide safe and fair netball games for players, parents, administrators, coaches, officials and volunteers.
- 2.2 Establish a standard of behaviour expected of all netball participants.
- 2.3 Establish a procedure for dealing with breaches of the codes of behaviour.

3. Values of Sport

All members of the Rockhampton Netball Association are expected to adhere to the following minimum standards in relation to sport:

Integrity - Play by the rules and spirit of the sport.

- Participate in the best interest of the sport and other participants, always having regard to governing rules, regulations and standards.
- Set an example for others in the way you conduct yourself in playing, volunteering or spectating and in winning or losing.
- Encourage positive actions and appreciation for people's good behaviour and involvement – always say 'well done' and 'thanks'.
- Advocate a pure sport environment, free of alcohol and performance enhancing and illegal drugs.

Respect - Value the rights, dignity and worth of every individual.

- Everyone has the same value and right to be respected regardless of gender, age, ability, ethnic origin or religion.
- Value and utilize the skills, aspirations and goals of each athlete to help them reach their full potential.

Fun - True sport is fun. Enjoy it!

- Celebrate players, coaches, officials and volunteers 'having a go'. Celebrate their personal achievements.
- Emphasize enjoyment over winning.
- Responsibility The buck stops with you.
- Good sportsmanship starts with every individual acting positively. Take responsibility for your actions, decisions and behaviour.
- Take appropriate steps to protect others from any form of harassment or abuse.
- Excellence Give it your best shot!
- Go for it! Rise to the challenge.
- Enjoy the journey. Discover how good you can become!

It is the responsibility of all Players, Coaches, Umpires, Parents and Spectators to be aware of and abide by this policy and the RNA Code of Behaviours.

4. Roles and Responsibilities

The roles and responsibilities are outlined in the relevant Codes of Behaviour. These codes may be updated from time to time by Management Committee or members at a General Meeting.

5. Managing and Monitoring Codes of Behaviour

The Association takes breaches of the Codes of Behaviour seriously and will respond accordingly. Formal action will only be taken after a written complaint has been made. In some instances, the Association will take formal action, without initiating the judiciary process once a written complaint has been verified (a verified complaint).

Where a verified complaint has been acted upon, the respondent bears the responsibility to disprove the complaint. The respondent has 7 days from notification, to lodge an appeal against a decision made under this section.

Where a verified complaint has been acted upon, any appeal lodged will be considered by the Judiciary Chairperson or if one is not appointed, the Associations' Secretary, or another appropriate third party (as decided by the Complaint's Officer) that has not been involved in the original complaint process.

For this section – the following terms mean:

Formal action – action taken under this policy

Written complaint – a complaint received on the Association's complaint template that is fully completed or a written complaint not on the Association's template but containing all the required information as outlined in the template.

Verified complaint – a written complaint where the details have been verified by a third party that directly witnessed the incident. Where the complaint is lodged by an umpire, it is taken as verified if supported by the co-umpire of the game or a member of the Umpire Development Team.

Where a verified complaint has been received, the Association will impose the following sanctions:

<p>Swearing (by a player) at an:</p> <ul style="list-style-type: none"> • Umpire • Opposition player • Coach • Member of Management Committee • Volunteer 	<p>First offence: warning letter</p> <p>Second offence: 2 game suspension</p> <p>Third offence: suspension for the remainder of the season</p>
<p>Swearing (by a coach) at an:</p> <ul style="list-style-type: none"> • Umpire • Player (team's or opposition) • Opposition Coach • Member of Management Committee • Volunteer 	<p>First offence: warning letter</p> <p>Second offence: 2 game suspension</p> <p>Third offence: suspension for the remainder of the season</p>
<p>Swearing (by a parent/spectator) at an:</p> <ul style="list-style-type: none"> • Umpire • Player (team's or opposition) • Opposition Coach • Member of Management Committee • Volunteer 	<p>First offence: warning letter</p> <p>Second offence: 2 game ban from RNA events</p> <p>Third offence: suspension for the remainder of the season and if a child is a player, the child is suspended for 2 games</p>
<p>Threatening behaviour to an:</p> <ul style="list-style-type: none"> • Umpire • Player • Coach • Member of Management Committee • Volunteer • Spectator 	<p>First offence: 1 game suspension or ban from RNA events</p> <p>Second offence: suspension for the remainder of the season and if a child is a player, the child is suspended for 3 games</p>
<p>Dissent towards an umpire (as defined in the rule book)</p>	<p>First offence: Managed under the Game Management section of the rule book by the umpires</p> <p>Second offence: warning letter</p> <p>Third offence: 2 game suspension</p> <p>Fourth offence: suspension for the remainder of the season</p>
<p>Deliberate infringing (as defined in the rule book)</p>	<p>First offence: Managed under the Game Management section of the rule book by the umpires</p> <p>Second offence: warning letter</p>

	<p>Third offence: 2 game suspension</p> <p>Fourth offence: suspension for the remainder of the season</p>
Dangerous play (as defined in the rule book)	<p>First offence: Managed under the Game Management section of the rule book by the umpires</p> <p>Second offence: 1 game suspension</p> <p>Third offence: suspension for the remainder of the season</p>

*Where a member receives any level of suspension, they are automatically removed from any representative duties for Rockhampton Netball Association. This includes but is not limited to: State Age and QPL whether as a player or official. This includes suspension of parents/guardians where their child is selected to participate in representative duties.

* Where an umpire (or member of the Umpire Development Team) has issued a caution/warning/suspension during the game for any of the above examples, it is taken to be a verified complaint and will be dealt with under this section.

Records Management

The Association will keep full and accurate records of all complaints lodged.

The Association will keep full and accurate records of all cautions/warning/suspensions noted by umpires.

6. Convening a Judiciary Hearing

The Association will require the Judiciary Chairperson to convene a judiciary hearing when:

- A received complaint falls outside of the scope of a verified complaint listed above;
- Physical violence, deprivation of liberty, harassment or an offence likely to be considered a criminal activity has occurred;
- Any other matter arises the Association considers will be best managed by judiciary process.

The Role of the Judiciary Panel

The Panel will be asked to determine:

1. Whether the complaint has been verified. The panel may gather any additional information (including witness testimony, documents, video/audio footage, etc) it deems necessary to make a decision.
2. If the complaint has been verified, what sanction may be appropriate. Sanctions may include but are not limited to: warning letters, suspensions (game, season or life), bans from RNA events (singular, plural or life) or any other sanction the panel reasonably believes is appropriate.

Composition of the Judiciary Panel

The Panel shall consist of 4 members.

The Judiciary Chairperson – this person is not a decision maker. The Chairperson is to facilitate the convening of a hearing and ensure the panel has all relevant information available to it to make a decision. The Chairperson can provide advice on procedural fairness issues but must not influence the decision of the panel. The Chairperson must take notes of the proceedings.

3 Judiciary Panel members – Panel members must be independent and not have any relation to the complainant/s or respondent/s. Members of RNA's Management Committee are not able to be panel members.

Decisions of the Judiciary Panel do not have to be unanimous. A majority decision may decide the outcome of any hearing.

Decisions of the Judicial Panel must be advised in writing within 7 days.

Appeals against a Judiciary decision

The complainant or respondent can lodge one appeal against decisions of, or sanctions imposed by, the Judiciary. Appeals must be based on either a denial of natural justice, incorrect procedure, unjust or unreasonable disciplinary measure/s being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision-maker. Appellants are encouraged to submit additional information (including witness testimony, documents, video/audio footage, etc), they believe may assist their appeal.

Appeals must be lodged within 7 days of the notification.

The Association Management Committee will hear the appeal within 7 days of its receipt.

Decisions by the Management Committee are not appealable.

7. Confidentiality

The Rockhampton Netball Association management and officers responsible for implementing this behaviour management policy will keep confidential the names and details related to breaches of the codes of behaviour unless disclosure is necessary as part of the disciplinary or corrective process.

The Association may publish non-identifying details of sanctions imposed under this policy as a deterrent to similar future behaviour by others.

8. Evaluation and Review

This policy will be reviewed by the Management Committee as part of the annual policy review prior to the start of each season.