

**NEWTON**

**Ragguans**

PLAYERS  
HANDBOOK

# Newton Jaguars Netball Club Inc.

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# 1. INTRODUCTION

Welcome to the Newton Jaguars Netball Club.

Our CLUB participates in the prestigious State League competition and Adelaide Metropolitan Netball competition, both of which are conducted at ETSA Park the home of South Australian netball. We enter teams from State League down to Sub Primary level. It is our aim to promote the game of netball, educate, train and coach players in all facets of netball and to provide the ability to participate in a competitive environment.

The Newton Jaguars Netball Club had its first origins when the Newton Netball Club transferred from the United Church Netball Association to the South Australian Netball Association and entered its only team in the Adelaide Metropolitan Division B1 grade. After successive premierships and challenges this team earned the right to play in the A1 grade (now known as the State League). With the ambition of becoming a significant force in netball, the Newton Netball Club and another CLUB with similar ideals, the Jaguars Netball Club decided to amalgamate. In 1990 the Newton Jaguars Netball Club was formed comprising of 18 teams – 7 Senior, 9 Junior and 2 Intellectually Challenged teams.

Over the short history of the CLUB, we have developed a proud reputation as a family oriented CLUB that provides the opportunity for players of all abilities to play netball at the highest level. As a State League CLUB we have a responsibility to identify and develop talented players.

Newton Jaguars are a feeder CLUB to the Adelaide Thunderbirds, and as such will support players from our CLUB.

This booklet has been produced for players and their families to provide a guideline of the Club's direction and policies. It is not a substitution for the Club Constitution or Bylaws. The CLUB also produces a Coaches handbook detailing its expectations and directions as a guideline for coaches. These documents are available upon request.

*The Newton Jaguars aim to be the premier netball team in South Australia*

Our goals to help us achieve this are:

- To maintain a team of committed, high performing players in State League and Reserves
- To maintain, identify and develop quality junior and senior players within the CLUB.
- To actively develop its players and coaching staff through its CLUB development program.

Our principles are:

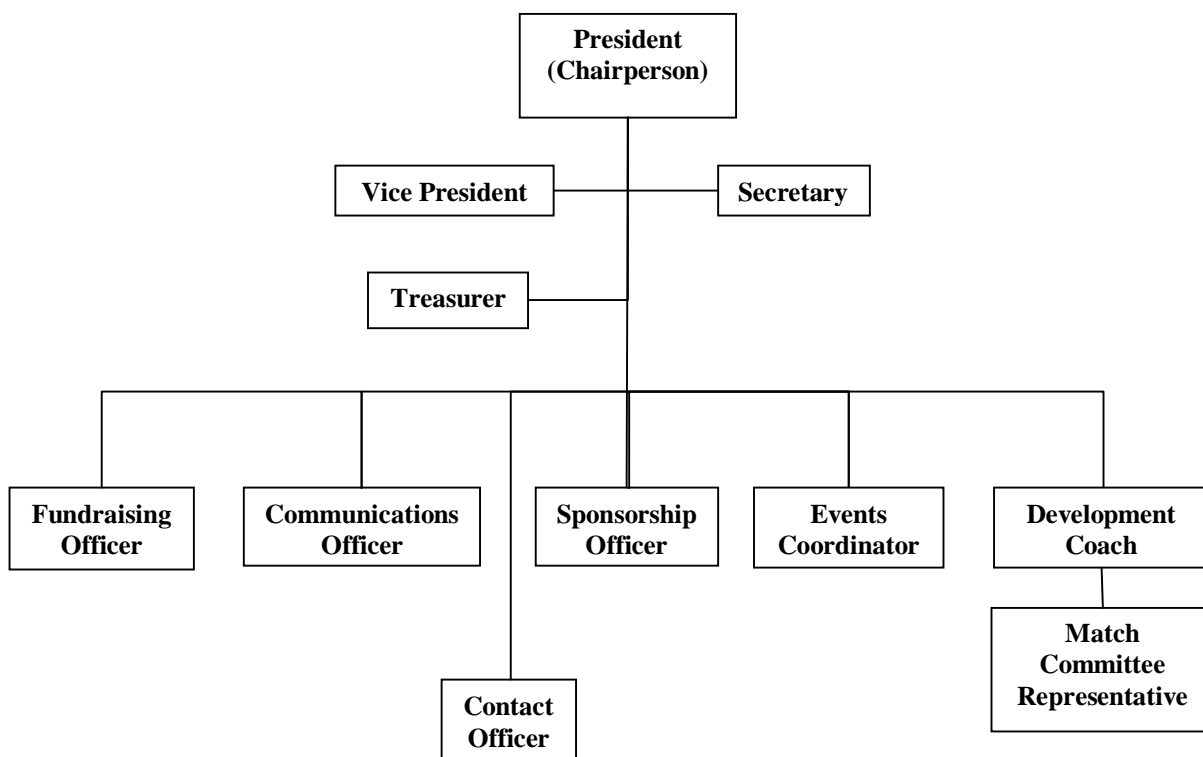
- To provide and maintain quality support to its players, coaches, umpires, sponsors and supporters.
- To promote the fair treatment of and appropriate behaviour by all involved with the CLUB.
- To develop and maintain a culture of quality by:
  - ∅ regular planning and review
  - ∅ visible CLUB structure and policies
  - ∅ continual evaluation of our strategies against our primary goals.

# 3. MANAGEMENT OF THE CLUB

## 3.1 MANAGEMENT COMMITTEE

In accordance with the CLUB constitution the management of the CLUB is vested in the Management Committee, comprising of a President and 8-12 people elected at the Annual General Meeting. The President is a 1 year appointment while Committee Members are 2 year appointments.

### Committee Structure:



### PRESIDENT

- an influential leader who plays the leading role in CLUB affairs;
- directs the general affairs of the CLUB;
- has a casting vote at Management Committee meetings;
- acts as Chairperson of the Management Committee;
- works with Secretary to prepare the Agenda;
- officiates at the AGM;
- has involvement in special projects and must represent an unbiased viewpoint allowing free discussion to take place;
- advises the Committee on CLUB policy where required; and
- must attend appropriate meetings as determined by the Club Committee.

### VICE PRESIDENT

- assists with the leadership of the CLUB and represents the President in times of his/her absence.

### **CLUB SECRETARY**

- prepares and distributes the Committee meeting Agendas;
- records, distributes and stores the Minutes of all Club Committee meetings;
- deals with all CLUB correspondence, distributing to relevant officers for response where required; and
- acts as a signatory on the CLUB account

### **CLUB TREASURER**

- acts as a primary signatory on the CLUB account;
- must keep detailed written records of all accounts;
- must produce scheduled budget summaries; and
- prepares other financial documentation.

### **SPONSORSHIP OFFICER**

- develops CLUB branding;
- promotes sales of CLUB kit & other branded products;
- obtains CLUB sponsorship; and
- assists the Club Events Officer to plan/organise social events for the CLUB.

### **EVENTS COORDINATOR**

- writes a CLUB social calendar;
- plans events; and
- liaises with coaches and managers to ensure CLUB attendance at functions.

### **FUNDRAISING COORDINATOR**

- conducts at least 2 major fundraising activities per year; and
- promotes ongoing fund-raising activities .

### **CONTACT OFFICER**

- first point of contact for parents and players where concerns about players or members welfare, poor practice or inequality are identified;
- investigates complaints; and
- provides recommendations of actions arising from complaints

### **CLUB COMMUNICATIONS OFFICER**

- produces the CLUB newsletter
- maintains the CLUB website; and
- liaises with local press as required.

## **3.2 SUB COMMITTEES**

To assist the Management Committee administer the CLUB, a number of Sub Committees may be formed. Each Sub Committee is coordinated by a member of the Management Committee. It is the role of each of these sub committees to administer an area of responsibility, liaise with other committees and report their activities to the Management Committee in accordance with CLUB policies.

## **3.3 UMPIRING DIRECTOR**

The role of the Umpiring Director is to develop, implement and coordinate programmes for the short and long term goals relevant to umpiring operations of the CLUB.

**Responsibilities include:**

- Identification and recruitment of umpires
- Umpire Development including training and preparation for theory and practical examinations
- Recommendation to the Management Committee of umpiring appointments
- Allocation of umpires for pre season trials
- Allocation of umpires for match days
- Allocation of umpires for CLUB training
- Registration of umpires with SANA

### **3.4 UNIFORM OFFICER**

The role of the Uniform Officer is to develop, implement, maintain and coordinate supply of uniforms and merchandise.

**Responsibilities include:**

- Maintaining records of all CLUB merchandise
- Purchasing uniforms on an as required basis
- Advising the Management Committee on the design and cost of replacing the CLUB uniform and merchandise.
- Arranging times for players and parents to purchase clothing.

### **3.5 FINANCE COMMITTEE**

The role of the Finance Committee is to develop, implement and coordinate budgets and plans to support the financial operations of the CLUB.

**Responsibilities include:**

- Assisting the Treasurer develop annual budgets
- Determining long term financial projections
- To Over view the Club finances relevant to the structure and payment of accounts
- Preparing annual statements for audit for the CLUB auditor.

### **3.6 PROPERTY OFFICER**

The role of the Property Officer is to develop, implement, maintain and coordinate supply of both short and long term equipment requirements of the CLUB.

**Responsibilities include:**

- Maintaining records of all CLUB property.
- Purchasing equipment on an as required basis
- Suppling and refurbishing team medical kits on an as required basis.

### **3.7 MARKETING AND PROMOTION COMMITTEE**

The role of the Marketing and Promotion Committee is to develop, implement and coordinate plans in relation to the promotion and marketing of the CLUB.

**Responsibilities include:**

- Sponsorship
- Publicity
- Preparation of CLUB promotional material
- Issue media and other CLUB policy statements

### **3.8 SOCIAL COMMITTEE**

The role of the Social Committee is to plan, implement and conduct social and fundraising activities to support the financial operations of the CLUB.

**Responsibilities include:**

- Fundraising
- Social Events

## 4. PLAYING OPERATIONS OF THE CLUB

The Newton Jaguars Netball Club enters teams in several competitions in both winter and summer seasons. The Clubs primary focus is as a State League Club and supporting the State League competition. It does this through its playing operations, in identifying, recruiting and developing talented athletes to achieve their full potential.

Winter seasons in both the State League and AMND competitions must take precedence over summer competition requirements.

The roles and responsibilities of key personnel and Match Committee are provided for your information.

### **Definitions:**

#### **State League.**

Relates to all matters pertaining to the SANA premier netball competition in South Australia and comprises of players that will represent the CLUB in either State League or State League Reserves teams.

#### **Senior Players**

Means all Intermediate aged players and above.

#### **Junior Players**

Means all Sub Primary, Primary, Sub Junior and Junior aged players.

### **4.1 STATE LEAGUE COACH**

#### **Role:**

The role of the State League Coach is to oversee all playing and coaching activities relevant to the State League and assist in player recruitment and development as required.

#### **Responsibilities:**

- Coach the State League Team
- In conjunction with the Coaching Director, develop a coaching and playing philosophy throughout the CLUB.
- Sit as a member of Match Committee.
- Submit an annual written report to the CLUB Management Committee.
- In conjunction with the Coaching Director develop, maintain and implement the CLUB Development Academy Program.

### **4.2 COACHING DIRECTOR**

#### **Role:**

The role of the Coaching Director is to oversee all coaching activities for the Club (excepting State League) and to assist in player development.

#### **Responsibilities:**

- Mentor and develop coaches in all aspects of coaching.

- In conjunction with the State League Coach, develop a coaching and playing philosophy throughout the CLUB.
- Implement and coordinate the Club Coaching and Playing Philosophy.
- Sit as a member of Match Committee.
- Submit an annual written report to the CLUB Management Committee.
- Assist in the coaching of players when required
- In conjunction with the State League Coach develop, maintain and implement the CLUB Development Academy Program.

### **4.3 MATCH COMMITTEE**

#### **Role:**

The role of the Match Committee is to provide the knowledge and expertise required to support the playing operations of the CLUB.

#### **Responsibilities:**

- Assist in player recruitment
- Develop and maintain a clear selection criteria for team squads.
- Support player development
- Oversee player welfare
- Promote team development
- Support the State League Coach and Coaching Director in implementing the CLUBs development and coaching philosophy.
- Recommend to Management Committee changes to the CLUB playing operations.
- Selection of team squads
- Selection of coaching staff

## 5. COACHING POLICY

### 5.1 JUNIOR PLAYER DEVELOPMENT

The success of any CLUB or team is partly dependant on the versatility of its players. All players in their early development years deserve the opportunity to experience and appreciate the different skills required to play all positions on the court.

*Club policy therefore requires that:*

- a) As a minimum, players at Primary level and where appropriate, players at Sub Junior level be given the opportunity to learn and play in each area of the court, i.e. GS/GA, WD/C/WA, GD/GK.
- b) Sub Primary players (8 & 9 year olds) participate in Netta Netball in the AMND.

### 5.2 PLAYER MOVEMENT

Club policy requires that player vacancies be filled from within the CLUB wherever possible. Where a PERMANENT vacancy cannot be filled with a player from within, then a player may be specifically recruited to strengthen the squad. This policy requires a common sense approach by all concerned.

***N.B.*** Refer to paragraph 4.5 Movement of Players (Player Expectations)

### 5.3 COURT TIME

**Except for State League, Reserves, A Grade, Inter 1, Junior 1 teams CLUB policy requires that all players are to have approximately equal court time during the course of the season (Minor Rounds Only).**

In observing this policy the CLUB and its coaches also have the responsibility to develop a ***winning mentality*** and on occasions it may be necessary for coaches to adjust predetermined court time to meet this objective. At Sub Primary and Primary level the necessity for shared court time and the need for young players to learn the various court skills is to take precedence over winning.

### 5.4 MEDICAL MATTERS

The medical condition of all players is of prime concern to the Club and therefore CLUB policy requires that:

- a) All coaches inquire as to the medical condition of their players
- b) All players have a responsibility to declare any medical condition to their coach.
- c) A parent or guardian of a Junior player with a medical condition is expected to be in attendance at training & during matches.
- d) A player returning from injury or illness that required medical attention is to provide the coach with a written clearance to resume training or playing. Such clearance is to be provided by either the player's doctor, physiotherapist or parent / guardian.

Included in all player and umpire registration fees is a SANA insurance levy. Further details are available from the Secretary or by phoning SANA.

## **5.5 MATCH WARM UPS AND WARM DOWNS.**

To help reduce the risk of injury during or immediately after a training session or match ***Club policy requires that all players undertake a coach directed Warm Up and Warm Down procedure.***

## **5.6 GRIEVANCES**

### ***Refer to Grievances – Player Expectations***

In cases of conflict between the interests of the Club and the interest of the individuals, the Management Committee will be guided by the principle that “the success of the Club on court is the primary focus” and will be guided by the Club’s Grievance Policy

## 6. EXPECTATIONS OF PLAYERS

**PLAYERS INTENDING TO REPRESENT NEWTON JAGUARS NETBALL CLUB SHOULD READ THIS INFORMATION CAREFULLY AND BE AWARE OF THE CLUB'S EXPECTATIONS.**

### 6.1 TRIALS

- a) Players intending to play for Jaguars must attend trials as stated in the application form prior to each season.
- b) Players are expected to abide by the selector's decision when teams/squads are announced.

**NB.** Players who decide against representing Jaguars during trials or after teams/ squads in which they have been selected are announced will forfeit their trial fee.

### 6.2 TRAINING

- a) Players are expected to attend **ALL** training sessions. When a commitment is made to the CLUB, this includes training on stipulated nights.
- b) In exceptional circumstances, such as illness or injury, the coach **MUST** be contacted **PRIOR** to training if the player cannot attend. Injured players should still attend training where possible.
- c) A player, who has failed to attend training and neglected to notify the coach with an explanation, may not be selected in the starting team line up.
- d) Players who regularly miss training without acceptable reason are liable to disciplinary action.
- e) Players should treat training sessions with a positive attitude, expending the same effort they would in a match.
- f) Players should cooperate with the coach at all times.
- g) Playing uniforms are not to be worn to training.
- h) In the event of inclement weather, players should still attend training (unless previously advised by coach) the coach will then decide whether or not to cancel. Players should not contact the Secretary regarding the cancellation of training. Teams will train where possible, but players will not be put at risk of ill health or injury.
- i) The Club's hot weather policy of 35 degrees at 5pm will result in the cancellation of training.

### 6.3 MATCHES

- a) Players should make themselves available for all scheduled matches throughout the season
- b) In extraordinary circumstances, the coach should be notified well in advance if the player is to be unavailable for any match.
- c) In the event of injury or illness, the coach should be contacted immediately the player becomes unavailable.

- d) An injured player should, where possible, attend matches even if she cannot take part.
- e) Players are expected to arrive at least 30 minutes prior to the match, or as earlier directed by their coach. Players who are repeatedly late for warm up may start the game as a substitute player.
- f) Players are to remain with the coach and team from the commencement of warm-ups to the completion of cool-downs
- g) Any player representing the Newton Jaguars Netball Club should conduct herself in an appropriate manner. Lack of sportsmanship, inappropriate language or unacceptable behaviour will not be tolerated and may be removed from play.
- h) Uniforms should be kept clean and well presented. Correct white sports socks must be worn, ankle socks and socks that end under the shoe line are not acceptable.

#### **6.4 UMPIRES**

- a) Umpires are an essential part of the game and are to be treated with respect. Umpires are not to be subjected to negative comments, whether at training or at matches.
- b) Players who have any queries should approach their coach or approach the umpire in question via their captain.

#### **6.5 MOVEMENT OF PLAYERS**

- a) Players should be aware that they may be moved on merit, to a team in a higher grade.
- b) This may occur because of illness, injury or unavailability, and may be a permanent or temporary move.
- c) If a player in a lower grade is seen to be performing better than a player above, the coaches may in consultation with the senior coach in the grade change players.
- d) Players should be aware that they may be replaced by a player from below if they are seen to be not coping or performing in their grade or with the demands of training.
- e) Similarly players should be aware that they may be required from time to time, play for a team below due to unavailability of players. Such requests are to be treated positively and considered in the best interest of the CLUB by helping another team at a difficult time.

#### **6.6 DISCIPLINARY ACTION**

- a) Whilst players are expected to be cooperative at all times disciplinary action is sometimes necessary. This may occur when a player:
  - refuses to abide by a coach's decision
  - shows poor or unacceptable behaviour
  - is repeatedly late for training and matches
  - fails to attend training on numerous occasions.
  - fails to notify the coach as to non attendance at training or matches
  - is generally uncooperative

- b) Disciplinary action may include:
- removal from court
  - omission from the starting team for a match
  - omission from the team for a whole match
  - demotion to a team in a lower grade
  - cancellation of membership
- c) Coaches will usually warn a player when her behaviour is seen to be inappropriate, but in some circumstances, action may be taken without warning if the behaviour is seen to warrant this.
- d) Coaches will refer all disciplinary matters to the Match Committee.

## **6.7 GRIEVANCES**

At times a player or parents may face conflict with a coach or another player, or CLUB member, and feel that they have a genuine grievance:

- a) Most problems may be resolved informally, quickly and easily through communication between the two parties.
- b) Should communication with the parties fail to produce a satisfactory resolution, then the member may formally state their case in writing to the Club Contact Officer. The Club Contact Officer will be responsible for conducting/facilitating the investigation of the grievance and deciding on a path to resolution. The grievance will be addressed by the Management Committee. (Refer Complaints Resolution Procedure)

## **6.8 COACHES**

Players must fully support their coach and abide by any decision made by their coach. Many decisions must be made throughout a season and these are not always popular to all players. Players should remember that the coach must make decisions for the good of the team and not just for the individual.

## **6.9 PLAYER AND SUPPORTER INVOLVEMENT**

One of the main factors in the success of any sporting CLUB is the willingness of its players, both at senior and junior levels to become involved with their CLUB. Players and supporters are encouraged to get to know their CLUB better, to support teams other than their own and to give something back to their CLUB. Players are expected to support CLUB functions, assist in fund raising and, where appropriate, help with umpiring and coaching. This support can only help strengthen any CLUB.

# 7. PLAYERS CODE OF CONDUCT

In addition to the Expectations of Players detailed herein, all players are required to observe the basic code of conduct.

## 7.1. CONDUCT

- a) Play by the rules
- b) Never argue with an official. If you disagree, have your captain approach the official during a break or after competition.
- c) Control your temper, verbal abuse of officials or other players, is not acceptable.
- d) Work equally hard for yourself and your team. Your team's performance will benefit so will you.
- e) Be a good sport. Applaud all good plays whether they be your team or the opposition.
- f) Treat all players as you would like treated. Do not interfere with, bully or take unfair advantage of another player.
- g) Co-operate with your coach, team mates and opponents. Without them there would be no game.
- h) Play for the fun of it, not just to please parents and coaches.

## 7.1 NON NEGOTIABLES

The NJNC is committed to ensuring a safe and family orientated environment to be enjoyed by all. The Management Committee, when necessary, will take appropriate action against any persons who places the health, safety and wellbeing of another person at risk, including referring the matter to relevant Statutory Authorities and/or expulsion from the CLUB. The following behaviour which causes or has the potential to cause injury, offends, upsets, humiliates, excludes or frightens another person will not be tolerated at NJNC:

Assault	Intentional physical attack or threatening behaviour including (but not limited to) hitting, slapping, kicking, spitting, throwing of an object, scratching or tripping.
Abuse	Verbal insult, swearing or physical gestures.
Bullying	The use of a position of power or strength to threaten, hurt or influence another person.
Harassment	Continued intentional or unintentional unwelcomed actions or behaviour, including (but not limited to) sexual harassment.
Discrimination	Intentional or unintentional inappropriate action or behaviour arising due to (but not limited to) a person's gender, race, religion, age or sexuality.
Deliberate Misconduct	Intentionally disregarding directions of a Coach/Manager/Official or Club constitution/by-laws/policies/procedures etc.

## 7.3. COMPLAINTS

Complaints regarding the above behaviours should be made in writing to the NJNC Management Committee (refer Fair Treatment Policy and Complaints Resolution Procedure).

## 8. EXPECTATIONS OF COACHES

The successful coach invests time prior to trainings, developing programmes aimed at the perceived need and developmental stage of their team.

Coaches are expected to:

- a) Be punctual to all games and trainings scheduled.
- b) Be reasonable in your demands on the player's time, energy and enthusiasm. Remember that they have other interests.
- c) Teach your players that the rules of the game are mutual agreements which no one should evade or break.
- d) Ensure that equipment and facilities meet safety standards and are appropriate to the ability of the players.
- e) Be aware of injury prevention and maintenance.
- f) Follow the advice of a physician when determining when an injured player is ready to recommence training or competition.
- g) Make a personal commitment to keep yourself informed on sound coaching principles and principles of growth and development of the younger players. Continue to upgrade your coaching knowledge and maintain coaching qualifications.
- h) Support and commit to the Coaching Policy and playing philosophies of the CLUB.
- i) Develop and encourage open lines of communication between players, coaches and officials.

## 9. COACHES CODE OF CONDUCT

In addition to the Expectations of Coaches detailed herein, all coaches are required to observe the following basic code of conduct.

### 9.1. CONDUCT

- a) **Never ridicule or yell at the players for making mistakes or losing a competition.** Remember that players are playing for enjoyment and that winning is only part of it.
- b) **Be generous with your praise when it is deserved and set a good example.** Remember that players need a coach they can respect.
- c) **Develop team respect** for the ability of opponents, as well as for the judgement of officials and opposing coaches.
- d) **Observe the rules.**
- e) **Never argue with an official.** If you disagree with a ruling, have your captain approach the official during the break or after competition.
- f) **Control your temper,** verbal abuse of officials or other players, deliberately distracting or provoking an opponent is not acceptable or permitted in any sport.
- g) **Be a good sport.** Applaud all good plays whether they be your team or the opposition.

### 9.2. NON NEGOTIABLES

The NJNC is committed to ensuring a safe and family orientated environment to be enjoyed by all. The Management Committee, when necessary, will take appropriate action against any persons who places the health, safety and wellbeing of another person at risk, including referring the matter to relevant Statutory Authorities and/or expulsion from the CLUB. The following behaviour which causes or has the potential to cause injury, offends, upsets, humiliates, excludes or frightens another person will not be tolerated at NJNC:

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### 9.3. COMPLAINTS

Complaints regarding the above behaviours should be made in writing to the NJNC Management Committee (refer Fair Treatment Policy and Complaints Resolution Procedure).

## 10. PARENT AND SUPPORTER EXPECTATIONS

The success of any sporting organisation relies on the goodwill, support and loyalty of its players, coaches, umpires, CLUB officials, parents and supporters. For the CLUB to operate effectively and to continue to grow successfully, your support in the following areas is requested:

### 10.1 COACH SUPPORT

The task of coaching a team is an onerous one which involves many hours each week, not only at training and on match days, but also in preparation for these activities. Your support in the following areas particularly on match days is essential to enable the coaches to do their job:

#### 10.1.1 Team Manager:

The role of the team manager is to;

- a) Organise the Scorer and Timer for match days.
- b) Prior to each match, centralise all drink bottles, and to deliver them to the team during breaks.
- c) Check the office on training nights for CLUB notices and hand them out to players.
- d) Ensure that the First Aid Kit is properly stocked.

#### 10.1.2 Scorer:

The role of the Scorer is to:

- a) Record all players' names on the score card prior to the commencement of the match.
- b) Record the goals scored and record the centre passes.
- c) Record any substitutions on the score card.
- d) Check and record each quarter and the final score with the other scorer and confirm agreement with the umpires.
- e) At the end of the game obtain the captains signatures and umpire names and deliver the score card to the office.

#### 10.1.3 Timer:

The role of the timer when we are the **home** team is to time each quarter, when we are the **away** team it is to time each break in play and injury time.

- a) The timers and scorers from each team are required to sit together during the game in a central position on the side of the court.
- b) During the match allow the coaches to do their job, do not seek out the coach, or offer advice, wait until asked.
- c) Parents are requested not to discuss the game during breaks with their children or encourage the player to depart from the coach's match day routine.

## **10.2 TEAM SUPPORT**

- a) Support your team from the side lines, please remember though that under SANA rules, coaching is not permitted, your team and CLUB could be penalised for such indiscretions.
- b) Observe the Parent and Supporter Code of Behaviour.

## **10.3 CLUB SUPPORT**

- a) Your support of our other teams when time permits is greatly appreciated.
- b) From time to time the CLUB holds various social and fund raising activities. Your support of these is appreciated. Fund raising and sponsorship assist in keeping fees down, and the CLUB to provide development opportunities to its players.
- c) The CLUB is always eager to broaden our sponsorship base either at CLUB, player or team level. For further information in this regard refer to the secretary or any committee member.

## 11. PARENT AND SUPPORTER CODE OF CONDUCT

This Code of Conduct has been developed to ensure a safe and family orientated environment for all to enjoy at NJNC. It applies to all parents and supporters of NJNC Players, Officials and Members while associated with any of the Clubs activities.

### 11.1. CONDUCT

- a) **Encourage players to participate but do not force them.** Children and adults play netball for *their own* enjoyment.
- b) **Never ridicule or scold a player for making a mistake or losing a game.** Professional sports people make mistakes.
- c) **Support all players of a team.** Positive comments from a variety of sources can be very motivational. Netball is a team game.
- d) **Applaud all team performances regardless of win/loss.** Be a positive role model.
- e) **Encourage players to play by the rules of the game.** Support fair play.
- f) **Respect the umpire's decisions and encourage players to do the same.** Have you ever umpired a sport? Even professional umpires make mistakes.
- g) **Actively support the efforts of all officials, coaches, managers and volunteers.** They give up their own time and do their best to assist in the development and enjoyment of players within the guidelines set by the Club.
- h) **Treat opponents, their officials and supporters with respect.** Be a positive role model.

### 11.2. NON NEGOTIABLES

The NJNC is committed to ensuring a safe and family orientated environment to be enjoyed by all. The Management Committee, when necessary, will take appropriate action against any persons who places the health, safety and wellbeing of another person at risk, including referring the matter to relevant Statutory Authorities and/or expulsion from the CLUB. The following behaviour which causes or has the potential to cause injury, offends, upsets, humiliates, excludes or frightens another person will not be tolerated:

Assault	Intentional physical attack or threatening behaviour including (but not limited to) hitting, slapping, kicking, spitting, throwing of an object, scratching or tripping.
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### 11.3. COMPLAINTS

Complaints regarding the above behaviours should be made in writing to the NJNC Management Committee (refer Fair Treatment Policy and Complaints Resolution Procedure).