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## 1.0 INTRODUCTION

Netball Ireland (NI) aims to firmly establish and develop the sport of netball in the Republic of Ireland (ROI) by promoting the health benefits of netball, encouraging the spirit of inclusiveness, understanding and friendship of sport, and to be an effective volunteer-driven, professionally led organisation.

The promotion of respect, inclusivity, and good sportsmanship are fundamental to this objective. NI requires the highest standards of conduct from everyone involved in netball to ensure that their behaviour always meets the values and standards expected.

## 2.0 PURPOSE

To promote fair and responsible behaviour from everyone involved in netball activities in the ROI. NI's aim is for all involved in netball to be role models who behave in an appropriate manner and actively discourage unacceptable conduct.

## 3.0 SCOPE

NI's Code of Conduct is applicable to all members and non-members, including NI Executive Committee and working groups, players, clubs, squads, volunteers, and spectators, involved in any capacity and at any events under the auspices of NI.

Members, attendees, and participants with multiple roles must comply with all applicable standards.

It is the responsibility of all attendees/participants at any NI event to understand and abide by NI's Code of Conduct. NI members have a responsibility to ensure the implementation of the Code of Conduct by ensuring that all attendees/participants are made aware of and comply with the identified standards of behaviour.

## 4.0 SANCTIONS

Breaches in standards will be taken seriously, and objectively and transparently handled in line with NI's Complaint, Dispute and Disciplinary Policy (NI-1015).

Any subsequent sanctions can result in an individual's restriction/exclusion from future NI events, and offending member(s) can also be suspended/expelled from NI.

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Approved by: _____ Lynette Wall, President	Date: 03/06/2021


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## 5.0 CODES OF CONDUCT

### 5.1 General

Everyone should maintain the highest standards of personal conduct, supporting the principles of fairness, inclusion, and respect for others. Participants are representing themselves, but also NI, their netball club, and/or country.

- Treat all members, officials, volunteers, and spectators with respect and dignity. Participants are all passionate about netball and wish to see the sport develop; all contributions, including differences of opinion, are invaluable to this overall objective.
- Behave in a manner that avoids bringing the sport of netball, or NI, into disrepute.
- Be a role model; participate in and encourage appropriate behaviour and actively discourage behaviour which is contrary to the Code of Conduct. Acts of aggression, physical or verbal, will not be tolerated and subsequently handled in line with NI's Complaint, Dispute and Disciplinary Policy.
- Be prepared to act; if you have concerns about inappropriate conduct of others at a NI event, confidentially inform relevant NI official/s.
- Establish supportive, positive environments that encourage healthy competition, skill development, fun and achievement.
- Practice "Fair Play" – defined as showing considerate regard for players, team management, parents, spectators and officials, and abiding by the World Netball *Rules of Netball*.
- All attendees and participants at any NI event must respect the rights, dignity and worth of every human being and their fundamental right to self-determination. Specifically, treat everyone equally within the context of their activity, regardless of gender, ethnicity, religion, or political persuasion.
- Comply with and support all NI policies, especially NI's Child Protection and Safeguarding policies, Constitution, and Bye Laws.
- Support and comply with NI's Anti Discrimination, Harassment, Bullying, and Victimisation Policy (NI-1013). Do not interfere with, bully, isolate or take unfair advantage of any netball attendee/participant. Such behaviour will not be accepted.
- Support and comply with NI's Inclusion Policy (NI-1012) as to create a discrimination-free environment that will enable fair and equal opportunity for all.
- Comply with all decisions and directives of NI and NI's governing bodies: Europe Netball (EN) and World Netball.
- The use of drugs and/or alcohol is not permitted at any event associated with NI. The only exemption applies to a purely social event (e.g. celebratory dinner) whereby the moderate consumption of alcohol is permitted only for those of legal age.
- The misuse of alcohol or any controlled substance will be classed as gross misconduct and can be grounds for expulsion and, where necessary, will be reported to An Garda Síochána – as per NI's Complaint, Dispute and Disciplinary Policy.

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- The use or possession of any illegal drugs will be classed as gross misconduct and is grounds for expulsion and, where necessary, will be reported to An Garda Síochána – as per NI’s Complaint, Dispute and Disciplinary Policy.
- The health, safety and well-being of all attendees/participants is a priority and all relevant steps should be taken to ensure the same (e.g. first aid kit at every match and training session).
- Never exert undue influence over others in order to obtain personal benefit or reward.
- Respect the property and belongings of others.
- Do not use profane language or harass, physically or verbally, any netball attendee or participant.
- When comforting or congratulating others: limit touching to "safe" body parts (e.g. hand-to-shoulder). Ensure your intent to congratulate/comfort is clear, check for consent, and never touch “unsafe” body parts (including genital area, buttocks, breasts, thigh, abdomen, face or mouths). Respect any discomfort and/or rejection of physical contact and modify behaviour accordingly.

## 5.2 Players

In addition to 5.1,

- Remember that the aim of netball is to have fun, improve your skills and feel good.
- Play by the World Netball *Rules of Netball*. Always play fairly, never cheat, and be gracious in victory and defeat.
- Cooperate with and respect, both on and off the court, your team management, teammates, opponents, and netball officials; all are essential for match play.
- Do not question the honesty or decisions of netball officials or team management. Honest mistakes can happen, and their priorities and/or interpretations might differ from your own.
- Adults should take care when participating in games with young people.
- Respect and comply with the terms of the NI Constitution which bans, without reservation, the use of unprescribed drugs and other controlled substances.
- All athletes must adhere to the World Anti-Doping Agency (WADA) Anti-Doping Code. Individuals are personally responsible for educating themselves about and not consuming and/or administering prohibited substances.

## 5.3 Young People

For the purpose of this policy, young people are all persons under 18 years of age.

In addition to 5.1 and 5.2,

- Do your best and participate for your own enjoyment and development, not to please others.
- Abide by the rules set down by clubs/coaches/team managers when travelling to away events.

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#### **5.4 National Squads (players and squad management)**

In addition to 5.1, 5.2, & 5.3, national squad members will, without exception, for the duration of coaching sessions, competitions and tours:

- Respect and comply with all decisions and directives of the appointed NI management team and NI via the International Squad Manager (ISM).
- Provide all relevant information to determine international eligibility.
- Conduct themselves in a manner befitting their status as representatives of NI and the ROI, especially when wearing the NI squad kit.
- Respect and comply NI's Anti-Doping Policy (NI-1014) and with the terms of the World Netball Anti-Doping Guidelines as stated on their website. It is the responsibility of each individual, including youth players and their parents/guardians (who will be directed to these guidelines by ISM or team management), to inform themselves of the current guidelines – including the WADA banned substances, therapeutic use exemptions, and anti-doping testing procedures.
- Respect and comply with the laws and customs of the country in which any tour or competition is taking place.
- Respect the property and belongings of others and maintain a clean and tidy standard of shared accommodation, dressing rooms, and practice facilities.
- Respect and comply with the terms of all curfews as outlined by team management.
- At away competition and training weekends squad members are obliged to respect the reasonable wishes of roommates and others regarding rest and noise.

#### **5.5 Team Management (coaches/managers/medical personnel): all age groups**

In addition to 5.1,

- Treat all players fairly. All participants, regardless of ability, deserve equal attention.
- Create a safe and enjoyable environment in which to play and train.
- Respect and comply with the laws and customs of the country in which any tour or competition is taking place.
- Form appropriate boundaries between a working relationship and friendship with players. This is particularly important with youth participants.
- Avoid inappropriate contact or conduct that may be interpreted as having sexual connotations or inappropriate behaviour.
- Do not knowingly take part in or tolerate behaviour that frightens, embarrasses or demoralises a player as to negatively affect their self-esteem. If such behaviour is brought to your attention it must be appropriately altered immediately.
- Have concern primarily with the health, safety, and well-being of individuals and secondarily with the optimisation of performance.
- Consistently display a favourable image of the game and of coaching the sport of netball to any participant and/or observer.
- Never compromise players by advocating measures which could be considered an attempt to gain an unfair advantage (e.g. cheating, bullying). Never advocate the use of

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banned, performance-enhancing substances or the use of prescribed drugs for the sole purpose of enhancing performance.

- When comforting or congratulating players: limit touching to "safe" body parts (e.g. hand-to-shoulder). Ensure your intent to congratulate/comfort the player is clear, check for consent, and never touch "unsafe" body parts (including genital area, buttocks, breasts, thighs, abdomen, face or mouths). Respect a player's discomfort and/or rejection of physical contact and modify behaviour accordingly.
- Insofar as is possible, do not treat injuries out of sight of others. Try to use a "Two-Deep" (two personnel, or two players) supervision system that is comfortable for both the injured party and the person applying treatment. Only personnel qualified in administering First Aid or treating sports injuries should attempt treatment of any kind.

### **5.6 Team Management: young people**

Team management of young people act in *loco parentis* and therefore the duty of care is more onerous than management of an adult team. This position of trust, given by the parents/guardians and players, carries an expectation to demonstrate the highest standards of behaviour. The following are additional protocols for team management of youth players designed to protect all parties, particularly in relation to child safeguarding. In addition to 5.1 and 5.5,

- Comply with and support all NI policies, especially NI's child safeguarding and protection policies, Constitution, and Bye Laws.
- Never engage in inappropriate contact or conduct that may be interpreted as having sexual connotations or inappropriate behaviour.
- Ensure that there is an adequate ratio of Garda vetted adults to young people at any youth event. As per NI's Child Protection and Safeguarding Policy (NI-1022), there should be a minimum of two supervising adults one of whom must be Garda vetted, with a recommended ratio of one Garda vetted adult to twelve youth players.
- When responsible for the well-being and development of young people, it is inappropriate to smoke in their presence or be under the influence of alcohol or illegal substances.
- Where underage players are present at a social NI event (e.g. celebratory dinner), consumption of alcohol should be avoided and moderate at most.
- Notify relevant parent/guardian of any injury/illness incurred by a young person during any NI activity. It would also be advisable for coaches to inform parents/guardians if their child becomes upset for any reason; the reason why the child became upset may then be clarified and any appropriate follow up action performed.
- Never be alone with a youth player ("Two Deep" supervision, as per 5.5). Where this is unavoidable, leave the door open and be within earshot of others. Only travel in your car with young people when you have prior consent from their parent/guardian.
- Do not be alone in a changing room with young people while they are changing or showering and do not shower while young people are present.

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- Facilitate the participation of all players. Young people should not be put in physical danger through inappropriate grouping and should not participate more than is desirable for their age/ability.
- In so far as possible, ensure young people are engaged in suitable activity at all times.
- Ensure all young people are made aware of the importance of proper intake of liquid and food for the activity in which they are engaged.
- Intimate relationships (physical and online) with young people are prohibited. Any breach will result in expulsion and, where necessary, a report to An Garda Síochána.
- When travel to and residing in a foreign locale is necessary, ensure that all participants adhere to the stipulations of NI's Travelling with Young People Policy (NI-1028).
- Do not conduct meetings with young people while they are changing.

### **5.7 Umpires & Bench Officials**

In addition to 5.1,

- Ensure matches are played in a sporting manner in accordance with the World Netball *Rules of Netball*.
- Act with integrity and objectivity in all games; apply the rules consistently and in an impartial manner.
- Communicate effectively and in a constructive manner with consideration to the varying abilities of all participants.
- Deal with dissent firmly and fairly.
- Work as a team with other match officials.
- Maintain composure regardless of the circumstances.
- Report any misconduct of players, team officials or supporters through appropriate channels as per NI's Complaint, Dispute and Disciplinary Policy.

### **5.8 Parent/Guardians**

Parents/Guardians have an influential role in assisting and encouraging their child/ren to fully participate in netball. Parents/Guardians should act as role models, and in addition to 5.1,

- Encourage your child/ren to play by the World Netball *Rules of Netball*, follow NI policies, and to accept the rulings and requests of relevant netball officials.
- Teach your child/ren that honest effort is as important as the match result.
- Do not force an unwilling child to participate in netball.
- Remember that children are involved in netball for their enjoyment not yours.
- Mistakes are expected; turn any loss into development by helping your child work towards skill improvement and good sportsmanship. Never ridicule any player, management, or official for making a mistake or losing a game.
- Behaviour which constitutes bullying will not be accepted and all parents must support and comply with NI's Anti Discrimination, Harassment, Bullying, and Victimisation Policy.

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- Remember that children learn best by example; be role models for your child/ren and maintain the highest standards of conduct when interacting with others.
- Support all efforts to remove verbal and physical abuse from netball.
- Recognise the value and importance of coaches, officials and volunteers, who give their time and resources to provide netball opportunities for your child/ren.
- Bring any health or medical concerns (and any changes in such conditions) to the specific attention of team management.
- NI suggest familiarization with the World Netball *Rules of Netball* to facilitate understanding of what you are looking at and commenting on.

### 5.9 Spectators

Spectators are welcome and encouraged to watch trainings/matches organised by or on behalf of NI; players enjoy and benefit from the support they receive. Spectators should be aware that their conduct reflects on those they are supporting and have a responsibility to conduct themselves in a manner befitting this accreditation. In addition to 5.1,

- Remember that players participate for their own reasons and are not there to entertain others.
- Never use profane language or harass (physically or verbally) any netball participant or attendee.
- Never question the decisions or honesty of netball umpires/officials or team management. Honest mistakes can happen, and their priorities and/or interpretations might differ from your own.
- Show respect for all netball participants and attendees, including officials, volunteers, team management, team players and opponents, and fellow spectators.
- Encourage players to always play according to the World Netball *Rules of Netball*. NI recommend that spectators familiarise themselves with these rules to have a better understanding of what they are viewing.

### 5.10 Executive Committee

- Endorse and enact NI values, aims and policies. At all times act as an ambassador and advocate for NI to create a positive perception of the sport of netball and NI.
- Respect confidentiality and only use information gained through your work on the committee for the purpose of fulfilling the obligations of your role.
- Act only in the interests of NI and without bias for or against any third party.
- Attend relevant NI events and take reasonable steps to ensure awareness of public policy, statute and other issues that may affect the work of NI.
- Listen to and respect the views of others.
- Seek positive and constructive resolution to issues, especially where differences in opinion exist.
- Where a vote is taken, respectfully accept the decision of the majority.
- Ensure timely response to agreed actions, and requests for information or guidance.

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## 6.0 DOCUMENT HISTORY

Version 01: NI Child Protection Policy (Extract)

Version 02: Code of Conduct

Version 03: 'Europe Netball' name-change

## 7.0 ABBREVIATIONS & DEFINITIONS

NI Netball Ireland

ROI Republic of Ireland

EN Europe Netball

ISM International Squad Manager

Code of Conduct: a set of rules outlining the norms, responsibilities, and proper practices expected of an individual/organisation that reflects the organisation's daily operations, objectives, core values, and overall culture.

An Garda Síochána: the national police service of the ROI, headed by the Garda Commissioner who is appointed by the Irish Government.

Garda vetting: a background check completed by the National Vetting Bureau (NVB). When they receive a vetting application, the NVB will check to see if the person has a criminal record.

Young people/person: all persons under 18 years of age.

Loco parentis: term for "in the place of a parent" and refers to the legal responsibility of a person or organization to take on some of the functions and responsibilities of a parent/guardian.

## 8.0 REFERENCE

NI-1001 Constitution

NI-1002 Bye Laws

NI-1012 Inclusion Policy

NI-1013 Anti Discrimination, Harassment, Bullying, and Victimisation Policy

NI-1015 Complaint, Dispute and Disciplinary Policy

NI's Child Protection and Safeguarding policies:

NI-1021 Child Safeguarding Statement

NI-1022 Child Protection and Safeguarding Policy

NI-1023 Child Safeguarding and Child Abuse Policy



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NI-1024 Safeguarding Training Policy

NI-1025 Garda Vetting Policy

NI-1026 Electronic Communication with Young People Policy

NI-1027 Photographic/Video Images of Young People Policy

NI-1028 Travelling with Young People Policy

NI-1029 Safe Recruitment Policy

World Netball *Rules of Netball*

World Netball Anti-Doping Guidelines

WADA Anti-Doping Code