

Code of Conduct



PURPOSE

Netball Portugal, Member Organisations and Affiliates seek to provide a safe, fair and inclusive environment for everyone involved in netball.

To achieve this, Netball Portugal, Member Organisations and Affiliates require the highest standards of conduct from everyone involved in netball, players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators, to ensure that their behaviour and actions meet the values and standards expected at all times.

The Codes of Conduct are underpinned by the following core values:

- **Honesty and Integrity** - Uphold the rules and spirit of netball. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators;
- **Professionalism** - Conduct yourself in a responsible manner, including language, temper and punctuality. Be aware of your actions and their impact on others and accept responsibility for your behaviour.
- **Fairness & Respect** - Treat all participants with consideration and respect, and be fair in all interactions and prevent discrimination, bullying and sexual harassment;
- **Safety** - To prioritise the safety and well-being of children and young people involved in netball; and
- **Openness** - To encourage and support opportunities for participation in all aspects of Netball

Our Commitment

Netball Portugal is committed to providing an environment where everyone feels welcome, respected, and valued and emphasises the requirement of fair play, respect and integrity in all aspects of the sport. Discrimination, harassment, and bullying will not be tolerated.

Who This Applies To

The Codes of Conduct applies to the following people, whether they are operating in a paid or unpaid/voluntary capacity for Netball Portugal or with a Member Organisation or Affiliate:

- Individual Members;
- 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 Portugal;
- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible; and
- Any other Person who has agreed to be bound by this Policy.

The Codes of Conduct applies to each of the above at all times during netball related activities and at all times when acting in any capacity, whether voluntary or paid, on behalf of Netball Portugal, a Member Organisation or Affiliate.

Key Principles

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 Netball Portugal, Member Organisations or Affiliates:

- 1.** Respect the rights, dignity and worth of all people involved in netball regardless of their gender, ability, cultural background, marital status, race, colour, disability, sexuality, age, occupation religious or political opinion.
- 2.** Respect the confidentiality and sensitivities of any information they hold on other individuals.
- 3.** Be ethical, fair, considerate and honest in all dealings with others.
- 4.** Make a commitment to providing quality service.
- 5.** Operate within the rules and spirit of netball including, but not limited to, National guidelines, constitution and policies which govern Netball Portugal, Member Organisations and Affiliates.
- 6.** Do not use your involvement with netball to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Portugal, Member Organisations or Affiliates.

- 7.** 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.
- 8.** Always place the safety and welfare of children above other considerations.
- 9.** Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- 10.** Comply with all relevant Portuguese laws, particularly anti-discrimination, occupational health and safety and child protection laws
- 11.** Refrain from any behaviour that may bring Netball Portugal, Member Organisations or Affiliates 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.** Be responsible and accountable for your conduct.
- 16.** Protect individual's and Netball's reputation and not take any action or make inappropriate comments about a fellow participant, coach, official, volunteer or member of Netball Portugal's staff that could bring the Sport or those associated with delivering the Sport into disrepute, including making comments on social media. Members are expected to follow Netball Portugal's guidance and policies on social media technology.
- 17.** Respect the result of the game and not attempt to influence the result or seek to achieve personal gain on a result which they could either by playing, coaching or officiating, or through involvement influence.
- 18.** Promote the positive aspects of the sport and never condone the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence.
- 19.** Not impinge on others enjoyment of Netball or their own performance by consuming alcohol or smoking immediately prior to or while participating in the sport, or while safeguarding children, young people or vulnerable adults
- 20.** Ensure that everyone has the opportunity to participate in a fair, honest environment by rejecting cheating, abide by the Anti-Doping policies and not taking illegal substances immediately prior to or while participating in Netball.
- 21.** Abide by the relevant Netball Portugal Code of Conduct and understand the consequences if you breach, or are aware of any breaches of this Code.

Disciplinary Procedures

Any alleged breach of the Codes of Conduct should be managed using the process outlined in the relevant Netball Portugal, Member Organisations or Affiliates Constitution or policies.

