Code of Conduct

Version	1.1
Approved by	BPBA Board
Approval date	6 November 2026
Next review date	6 November 2027
Policy owner	General Manager / BPBA Board
Supersedes	Version 1.0 (13 March 2026)
Applies to	All BPBA representatives including Board members, employees, contractors, volunteers, coaches, officials, players, parents and spectators

1. Purpose

This Code of Conduct sets out the standards of behaviour expected of all individuals associated with the Bellarine Peninsula Basketball Association (BPBA). Basketball at BPBA is intended to be a positive recreational activity — one that delivers enjoyment, health benefits and a sense of community for people of all ages across the Bellarine Peninsula.

This Code exists to help everyone — players, coaches, parents, officials, volunteers and administrators — get the maximum benefit and enjoyment from their involvement in basketball. By understanding what is expected of us, and of each other, we can create an environment where the quality of participation is high and people are more likely to stay connected to the game.

2. Scope

This Code of Conduct applies to all BPBA representatives, including:

- Board members and administrators
- Paid employees and contractors
- Volunteers
- Coaches and assistant coaches
- Referees and officials
- Players (with parents and guardians sharing responsibility for junior players)
- Parents, guardians and spectators at BPBA events or facilities

This Code applies in all BPBA-related contexts — competitions, training, travel, programs, events, and online interactions.

3. Legislative & Framework Alignment

This Code is consistent with and informed by:

- Basketball Australia National Integrity Framework, including the Basketball Australia Child Safeguarding Policy
- Basketball Victoria Member Protection and Integrity Framework
- Child Wellbeing and Safety Act 2005 (Vic) and the Victorian Child Safe Standards
- Fair Work Act 2009 (Cth)

- Equal Opportunity Act 2010 (Vic)
- Worker Screening Act 2020 (Vic)
- Not-for-profit governance best practice principles

4. Our Values

Everything we do at BPBA is guided by five core values. These values are not just words — they describe how we expect everyone in our community to show up, on and off the court.

Value	What it means at BPBA
Respect	We treat every person with dignity — regardless of age, gender, ability, background or role. We listen to others, accept decisions graciously, and disagree without being disrespectful.
Integrity	We are honest, fair and transparent. We act in the best interests of BPBA and our community — not our personal interests — and we do the right thing even when no one is watching.
Commitment	We give our best effort — to our team, our role and our community. We follow through on our responsibilities, support those around us, and honour the time others invest in BPBA.
Communication	We communicate openly, honestly and constructively. We raise concerns through the right channels, listen actively, and make sure people feel heard and informed.
Enjoyment	We remember that basketball is meant to be fun. We create a positive environment where people of all ages and abilities feel welcome, valued and excited to be part of BPBA.

5. Standards of Conduct by Role

The following sections set out specific expectations for each group within the BPBA community. These build on the shared values above and reflect the particular responsibilities of each role.

5.1 Coaches

Coaches play a critical role in shaping the experience of every player at BPBA. As a coach, you are expected to:

- Remember that basketball is for enjoyment — keep it fun, especially for junior players
- Be reasonable in your demands on players and adjust expectations to age, skill and maturity
- Teach understanding and respect for the rules of the game
- Give all players a fair and reasonable amount of court time
- Develop team respect for opponents, including their coaches and officials
- Instil in your players respect for referees and acceptance of their decisions
- Guide players in how they interact with parents, spectators and media
- Group players according to age, skill, height and physical maturity where possible
- Ensure equipment and facilities meet safety standards appropriate to the age and ability of players
- Be prepared to lose — and model that grace for your players
- Act responsibly when players are injured or unwell

- Promote desirable personal and social behaviours, not just basketball skills
- Keep your knowledge and accreditation current
- Ensure any physical contact with a player is appropriate, necessary and consented to
- Maintain appropriate professional boundaries with all players. With junior players in particular, avoid personal contact, communication or relationships outside of your coaching role. Where a pre-existing personal relationship exists (such as a family member or family friend), be transparent with BPBA and ensure appropriate boundaries are maintained in the coaching context
- Respect the rights, dignity and worth of every person — always
- Always respect the facilities and equipment provided by BPBA

Child safety obligations: Coaches must hold a current Working with Children Check. Adults must avoid being alone with a child out of sight of others. Where one-to-one contact is unavoidable (for example, first aid), it must happen in an open or observable space and be reported to the Child Safety Officer within 24 hours. Report all child safety concerns to the BPBA Child Safety Officer and/or the General Manager immediately.

5.2 Players

Players are at the heart of BPBA. Whether you are 8 or 48, you set the tone for your team and your club. As a player, you are expected to:

- Understand the rules and play by them
- Respect referees and all officials — accept their decisions without argument
- Control your temper, on and off the court
- Work hard for yourself and for your team
- Be a good sport — celebrate others' success and handle setbacks with grace
- Treat all players as you would like to be treated
- Play for the enjoyment of the game — not just to please parents or coaches
- Respect the rights, dignity and worth of every person
- Be prepared to lose sometimes — it is part of the game
- Listen to your coach's advice and apply it at training and in games
- Always respect the facilities and equipment provided
- Avoid conduct online that would embarrass you, your team or BPBA

5.3 Parents & Guardians

Parents and guardians have enormous influence on whether children enjoy sport and continue to participate. Your behaviour in the stands shapes your child's experience more than you might realise. As a parent or guardian, you are expected to:

- Encourage your child to participate for their own interest and enjoyment — not yours
- Encourage children to always play by the rules
- Teach children that honest effort matters as much as winning
- Focus on skill development and enjoyment — reduce the emphasis on results
- Set a positive example. Applaud good play by all teams, not just your own
- Never criticise your own or other children in front of others
- Accept the decisions of referees as made in good faith — do not argue or abuse
- Set a good example through your own conduct, language and behaviour
- Support efforts to remove verbal and physical abuse from basketball
- Respect the rights, dignity and worth of every person

- Show appreciation for coaches, officials and volunteers who give their time
- Keep children in your care under control at all times
- Never approach a referee, coach or official in an aggressive or intimidating manner

5.4 Spectators

A positive crowd makes a big difference. BPBA events are family-friendly environments and everyone in attendance plays a role in keeping them that way. As a spectator, you are expected to:

- Remember that most people play sport for enjoyment — keep that in mind
- Accept decisions of referees as made in good faith
- Be positive in your support — cheer for your team without denigrating the opposition
- Condemn the use of violence or intimidation in any form
- Respect opponents, officials and other spectators
- Encourage players to follow the rules and accept official decisions
- Not use foul, offensive or abusive language
- Not harass or intimidate players, coaches, officials or other spectators
- Respect the rights, dignity and worth of every person
- Keep children in your care under control
- Always respect the facilities and equipment provided

5.5 Officials & Referees

Officials are essential to the game and deserve respect from everyone at BPBA. As an official, you are expected to:

- Interpret rules fairly and in a way that matches the skill level and needs of participants
- Compliment both teams on their efforts
- Be consistent, objective and courteous in all decisions
- Promote fair play and appropriate sporting behaviour at all times
- Support the development of the game through education and positive engagement
- Ensure your conduct on and off the court reflects the principles of good sportsmanship
- Keep your knowledge and accreditation current
- Present yourself in a way that commands respect for you and your role
- Always respect the facilities and equipment provided
- Raise concerns about rules or procedures through appropriate channels

5.6 Volunteers & Administrators

Volunteers and administrators are the backbone of BPBA. Without you, none of this would be possible. As a volunteer or administrator, you are expected to:

- Carry out your role with commitment, reliability and a positive attitude
- Treat everyone you interact with courteously and professionally
- Act in the best interests of BPBA and the broader community — not personal interests
- Declare and appropriately manage any conflicts of interest that may influence decision-making or the perception of impartiality — conflicts must be disclosed to the General Manager or Board promptly
- Respect the confidentiality of BPBA information and member details
- Use BPBA resources only for legitimate BPBA purposes
- Complete any required checks (e.g. Working with Children Check) and training

- Raise concerns about safety, conduct or governance through the appropriate channels
- Respect the rights, dignity and worth of every person

6. Shared Standards — Everyone

In addition to the role-specific expectations above, the following standards apply to all BPBA representatives:

6.1 Child Safety

BPBA is committed to the safety and wellbeing of children and young people above all else. All representatives must:

- Adults must avoid being alone with a child out of sight of others. Where one-to-one contact is unavoidable (for example, first aid), it must happen in an open or observable space and be reported to the Child Safety Officer within 24 hours.
- Adults must not privately message a junior participant. Communication must go through team group channels or include the parent or guardian.
- Ensure any physical contact with a child is appropriate, necessary and consented to
- Never photograph or record children without proper consent
- Never engage in grooming behaviour of any kind
- Report all child safety concerns to the BPBA Child Safety Officer and/or the General Manager immediately — or call 000 in an emergency

6.2 Discrimination & Harassment

BPBA does not tolerate discrimination, harassment, vilification or bullying on the basis of age, sex, gender identity, sexual orientation, race, disability, religion, or any other protected attribute under law, including racism towards Aboriginal and Torres Strait Islander people. This applies in person, online and in all BPBA contexts.

6.3 Social Media & Online Behaviour

Online conduct reflects on BPBA and on you. All representatives must post responsibly, avoid defamatory or offensive content, and not share confidential BPBA information. Behaviour on private accounts may still constitute a breach of this Code where it relates to BPBA members, activities, or reputation. Refer to the BPBA Social Media & Online Behaviour Procedure for full guidance.

6.4 Alcohol & Substances

- No player, coach, official or volunteer may participate in BPBA activities while noticeably under the influence of alcohol or illegal substances
- Alcohol must not be consumed by anyone in a role supervising or coaching junior players during BPBA activities
- At junior and domestic competition events, alcohol is not to be consumed in areas accessible to players
- At senior events where alcohol is available, consumption is permitted responsibly. Any person whose behaviour becomes disruptive, aggressive or inappropriate as a result of alcohol consumption may be required to leave the venue
- Illegal substances are prohibited at all BPBA venues and events without exception
- BPBA venues are smoke-free environments

7. Breaches and Consequences

Breaches of this Code will be addressed under the BPBA Code of Conduct Breach Management Procedure. Responses are proportionate to the breach and may include:

- A verbal or written warning
- Mandatory education or training
- Suspension from BPBA activities
- Termination of membership, employment or volunteer role
- Referral to Basketball Victoria or relevant authorities

Natural justice applies — individuals will always have the opportunity to respond before a decision is made.

8. Reporting a Concern

If you experience or witness behaviour that may breach this Code, please raise it. You will be heard and your concern will be taken seriously. No person will be disadvantaged or victimised for raising a concern in good faith. BPBA will not tolerate victimisation, intimidation or retaliation against any person who raises a concern or participates in an investigation in good faith.

- Child Safety Officer and/or General Manager — for child safety concerns
- General Manager — for all other matters
- President — if your concern involves the General Manager

If a child is in immediate danger, call 000. Who must report, to whom and when, including the legal obligations that apply to every adult, is set out in the BPBA Child Safety Reporting Obligations Procedure.

Refer to the BPBA Complaints & Incident Reporting Policy and Complaints Handling Procedure for full detail on how to report and what happens next.

9. Monitoring and Review

This Code will be reviewed annually by the General Manager in consultation with the Board, or earlier if required by legislative change, a significant incident, or material changes in BPBA's operations.

10. Acknowledgement

All BPBA representatives are required to sign an acknowledgement confirming they have read and understood this Code of Conduct before commencing their role. Signed acknowledgements are maintained by the General Manager.

Version history

Version	Date	Changes
1.0	13 March 2026	Original approval.
1.1	6 November 2026	Legal references corrected; Basketball Australia framework references added; one-to-one and online contact standards added; racism towards Aboriginal and Torres Strait Islander people named in 6.2; external reporting list replaced with a pointer to the Child Safety Reporting Obligations Procedure; "Board Chair" changed to "President".