



Buninyong Bowling Club Incorporated

Codes of Conduct

1.0 Introduction

The Buninyong Bowling Club (BBC) seeks to provide a safe, fair and inclusive environment for everyone involved in our organisation and in our sport. To achieve this, the club requires certain standards of behaviour of members and players, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

Our codes of behaviour are underpinned by the following core values for personal and professional behaviour and how we relate to each other, other bowlers and the wider community. To enjoy success, it is essential that our core values guide our behaviour and conduct to promote excellence and the qualities of personal development, team pride and sportsmanship.

These values are:

- Striving for excellence in all that we do
- Continuous self-improvement
- Encouraging individuals to fully develop their own and others' potential
- Honesty, respect and integrity
- Promoting a family atmosphere
- Being socially aware and responsible
- Upholding the traditions, history and values of our club and the sport of lawn bowls

Any member of the BBC must meet the following requirements in regard to their conduct and in regard to their position in the club, during any activity held or sanctioned by the BBC.

1.1 Members' Code of Conduct

Members should be courteous, responsive and responsible to other members, guests and any staff, and always be sensitive to and respectful of others' needs.

All members are expected to:

- be aware of and abide by the Buninyong Bowling Club (BBC) constitution, regulations and any associated policies
- follow the Club's selection policy and its guidelines regarding all matters to do with selection, and act according to the processes and procedures as set down in this policy
- operate within the rules of the sport as set down by Bowls Australia and other governing bodies, which govern the BBC and the sport of lawn bowls in general
- be a positive role model
- respect the rights, dignity and worth of others
- be fair, considerate and honest in all dealings with others
- be responsible for your conduct and actions and accept responsibility for them
- demonstrate a high degree of individual responsibility, especially when dealing with persons under 18 years of age, always placing their safety above other considerations
- refrain from any form of harassment of others or discrimination towards others
- refrain from any behaviour that may bring the BBC into disrepute
- provide a safe environment for the conduct of the activity
- show concern and caution towards others who may be sick or in
- not use their association with the club to promote their own beliefs, behaviours or practices where these are inconsistent with those of the BBC
- understand the repercussions of any breaches of this Code of Conduct.

For complaints associated with breaches of this Code of Conduct, please refer to Section 9.0 of the Club's Member Protection Policy and also to the Club's Member Protection Procedures document for associated procedures, possible disciplinary sanctions and applicable recording documents.

1.2 **Administrator Code of Conduct**

(Includes Board members, committee members and employees)

In addition to the Buninyong Bowling Club (BBC) members' Code of Conduct, an administrator of the club should meet the following requirements in regard to their conduct during any activity held by or under the auspices of the BBC or any affiliated club or association.

All administrators are expected to:

- agree to abide by the club's Code of Conduct and the Rules & Regulations of the BBC
- be aware of, understand and carry out the role description for your position
- be fair, unbiased, impartial, considerate and honest with others on all issues
- act in the best interests of the club and its members at all times and in all situations
- be professional in their actions, language, presentation, manner and punctuality in order to reflect high standards
- maintain confidentiality in regards to sensitive and/or commercial information
- resolve conflicts fairly and promptly through established procedures
- maintain strict impartiality in matters relating to the Member Protection Policy
- maintain a safe environment for others
- show concern and caution towards others
- be a positive role model for others
- understand the repercussions of any breaches of this Code of Conduct.

For complaints associated with breaches of this Code of Conduct, please refer to Section 9.0 of the Club's Member Protection Policy and also to the Club's Member Protection Procedures document for associated procedures, possible disciplinary sanctions and applicable recording documents.

1.3 Coach Code of Conduct

In addition to the Buninyong Bowling Club (BBC) general Code of Conduct, a member who holds a coaching position at the club should meet the following requirements in regard to their conduct during any activity held or sanctioned by the BBC or any affiliated club or association.

All coaches are expected to:

- not tolerate acts of aggression
- provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback
- recognise players' rights to consult with other coaches and advisers
- treat all players fairly within the context of their sporting activities, regardless of gender, race, and place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socioeconomic status and other conditions
- encourage and facilitate players' responsibility for their own behaviour, performance, decisions and actions
- involve the players in decisions that affect them
- encourage players to respect one another regardless of their level of play
- ensure that any training or practice tasks are suitable for age, experience, ability, and the physical and psychological conditions of the players
- ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development
- be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result
- avoid situations with your players that could be construed as compromising
- not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players
- know and abide by rules, regulations and standards in both the letter and the spirit of the rules, and encourage players to do likewise
- be honest and ensure that qualifications are not misrepresented
- understand the repercussions of any breaches of this Code of Conduct.

For complaints associated with breaches of this Code of Conduct, please refer to Section 9.0 of the Club's Member Protection Policy and also to the Club's Member Protection Procedures document for associated procedures, possible disciplinary sanctions and applicable recording documents.

1.4 Officials Code of Conduct

In addition to the Buninyong Bowling Club (BBC) general Code of Conduct, a member who holds an official position with the BBC should meet the following requirements in regard to their conduct during any activity held or sanctioned by the BBC or any affiliated club or association.

All officials are expected to:

- compliment and encourage all participants
- be consistent, objective and courteous when making decisions
- condemn unsporting behaviour and promote respect for all opponents
- set an example with your behaviour and sportsmanship, making sure any comments are positive and supportive
- emphasise the spirit of competition rather than errors
- maintain current knowledge of all rules and regulations and promote any rule changes to members
- place the safety and welfare of the participants above all else
- give all people a 'fair go' regardless of their gender, ability, cultural background or religion
- understand the repercussions of any breaches of this Code of Conduct.

For complaints associated with breaches of this Code of Conduct, please refer to Section 9.0 of the Club's Member Protection Policy and also to the Club's Member Protection Procedures document for associated procedures, possible disciplinary sanctions and applicable recording documents.

1.5 Player Code of Conduct

In addition to the Buninyong Bowling Club (BBC) general Code of Conduct, all players should meet the following requirements in regard to their conduct during any activity held or sanctioned by the BBC or any affiliated club or association.

All players are expected to:

- respect the rights, dignity and worth of fellow players, coaches, officials and spectators
- not tolerate acts of aggression
- respect the talent, potential and development of fellow players and competitors
- be aware of, understand and abide by the club's Selection Policy
- care for and respect the equipment provided to you as part of your program
- maintain high personal behaviour standards and conduct yourself in a professional manner relating to language, temper and punctuality
- abide by the rules and respect the decision of the official, making any appeals through formal processes and respect the final decision
- be honest in your attitude and preparation to training
- work equally hard for yourself and your team
- cooperate with coaches and other bowlers in the development of programs to adequately prepare you for competition at the highest level
- understand the repercussions of any breaches of this Code of Conduct.

For complaints associated with breaches of this Code of Conduct, please refer to Section 9.0 of the Club's Member Protection Policy and also to the Club's Member Protection Procedures document for associated procedures, possible disciplinary sanctions and applicable recording documents.

1.6 Parent / Guardian Code of Conduct

A parent/guardian of a player/participant in any activity held by or under the auspices of the Buninyong Bowling Club (BBC) or any affiliated club or association should meet the following requirements in regard to their conduct during any such activity or event.

All parents / guardians are expected to:

- respect the rights, dignity and worth of others
- remember that players participate in sport for their own enjoyment, not yours
- focus on the player's efforts and performance rather than winning or losing
- never ridicule or yell at players for making a mistake or losing a competition
- show appreciation for good performance and skillful plays by all players (including opposing players)
- demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example
- respect officials' decisions and promote these to others
- not physically or verbally abuse or harass anyone associated with the sport (player, coach, umpire, other spectators)
- respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion
- understand the repercussions of any breaches of this Code of Conduct.

For complaints associated with breaches of this Code of Conduct, please refer to Section 9.0 of the Club's Member Protection Policy and also to the Club's Member Protection Procedures document for associated procedures, possible disciplinary sanctions and applicable recording documents.

1.7 **Spectator Code of Conduct**

A spectator in any activity held by or under the auspices of the Buninyong Bowling Club (BBC) or any affiliated club or association should meet the following requirements in regard to their conduct during any such activity or event.

All spectators are expected to:

- respect the decisions of officials and promote others to do the same
- never ridicule or scold a player for making a mistake.
- remember that positive comments are motivational
- condemn the use of violence in any form, whether it is by other spectators, coaches, officials or players
- show respect for your team's opponents. Without them there would be no game
- do not use violence, harassment or abuse in any form, (in particular do not use foul language, sledge or harass players, coaches, officials or other spectators)
- respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion
- understand the repercussions of any breaches of this Code of Conduct.

For complaints associated with breaches of this Code of Conduct, please refer to Section 9.0 of the Club's Member Protection Policy and also to the Club's Member Protection Procedures document for associated procedures, possible disciplinary sanctions and applicable recording documents.