

1. Purpose

Isle of Man Netball, Member Organisations and Affiliates seek to provide a safe, fair, and inclusive environment for everyone involved in netball. To achieve this, Isle of Man Netball, Member Organisations and Affiliates require certain standards of behaviour of players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

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

- To act within the rules and spirit of netball.
- To display respect and courtesy towards everyone involved in netball and prevent discrimination, bullying and sexual harassment.
- To prioritise the safety and well-being of children and young people involved in netball.
- To encourage and support opportunities for participation in all aspects of netball.
 - To support the health and well-being of all members involved in netball.

2. Scope

These Codes of Conduct apply to the following people whether they are operating in a paid or unpaid/voluntary capacity in Isle of Man Netball or with a Member Organisation or Affiliate:

- Individual Members, including service award holders and life members of Isle of Man Netball.
- Individuals sitting on boards, committees, and sub-committees of Isle of Man Netball.
- All employees, volunteers, independent contractors, and other workplace participants involved with Isle of Man Netball.
- Any other person that is a member of or affiliated to Isle of Man Netball.
- Parents, guardians, spectators and sponsors and any other person to the full extent that is possible where they are involved in any capacity with Isle of Man Netball.
- Members and facilitators of the Performance Programme.
- Any other Person who has agreed to be bound by these Codes of Conduct in whatever capacity for and on behalf of Isle of Man Netball.

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

3. Breach

Any alleged breach of these Codes of Conduct should be managed using the process outlined in the relevant Isle of Man Netball, Member Organisations or Affiliates Constitution or policies. Policies and Procedures are approved by the Board of Isle of Man Netball and a list of currently approved policies and procedures is available at the website of Isle of Man Netball.

Role Specific Codes of Conduct In addition to the General Code of Conduct, Isle of Man Netball has developed role-specific codes of Conduct which are set out in the Annex below.

- Administrator Code of Conduct
- Coach Code of Conduct
- Player Code of Conduct
- Umpire Code of Conduct
- Parent/ Guardian Code of Conduct
- Spectator Code of Conduct
- Bench Officials Code of Conduct
- Media Code of Conduct

ANNEX – CODES OF CONDUCT

GENERAL CODE OF CONDUCT

As a person required to comply with this Policy, you must meet the following requirements regarding your conduct during any activity held or sanctioned by Isle of Man Netball, Member Organisations or Affiliates:

1. Respect the rights, dignity and worth of all people involved in netball regardless of their gender, ability, cultural background, or religion.
2. Be ethical, fair, considerate, and honest in all dealings with others.
3. Make a commitment to providing quality service.
4. Operate within the rules and spirit of netball including guidelines, constitution and policies which govern Isle of Man Netball, Member Organisations and Affiliates.
5. Do not use your involvement with netball to promote your own beliefs, behaviours, or practices where these are inconsistent with those of Isle of Man Netball, Member Organisations or Affiliates.
6. 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.
7. Always place the safety and welfare of children above other considerations.
8. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
9. Comply with all relevant Isle of Man Laws, particularly anti-discrimination, occupational health and safety and child protection laws
10. Refrain from any behaviour that may bring Isle of Man Netball, Member Organisations or Affiliates into disrepute.
11. Provide a safe environment for the conduct of the activity.
12. Show concern and caution towards others who may be sick or injured.
13. Be a positive role model.
14. Be responsible and accountable for your conduct.
15. Abide by the relevant Isle of Man Netball role-specific codes of behaviour and understand the consequences if you breach or are aware of any breaches of this Code of Conduct.

ADMINISTRATOR CODE OF CONDUCT

In addition to the Isle of Man Netball General Code of Conduct, you must meet the following requirements regarding your conduct during any activity held by or under the auspices of Isle of Man Netball, Member Organisations or Affiliates in your role as an administrator:

1. Be fair, considerate, and honest in all dealings with others.
2. Be professional in and accept responsibility for your actions. Your language, presentation, manners, and punctuality should reflect high standards.
3. Resolve conflicts fairly and promptly through established procedures.
4. Maintain strict impartiality.
5. Be aware of and comply with your legal responsibilities, including under anti-discrimination, child protection and occupational health and safety legislation.
6. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Involve all relevant stakeholders (players, coaches, umpires, parents) in the planning, evaluation, leadership and decision-making related to netball programmes and events.

8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, length of games and training schedules should take into consideration the age, ability, and maturity level of the participants.
9. Ensure that everyone (administrators, coaches, players, umpires, parents, spectators, sponsors, and physicians) emphasise fair play in netball activities and games.
10. Where appropriate, distribute the National Codes of Conduct to coaches, players, umpires, parents, spectators, and the media.

COACH CODE OF CONDUCT

In addition to the Isle of Man Netball General Code of Conduct, you must meet the following requirements regarding your conduct during any activity held by or under the auspices of Isle of Man Netball, Member Organisations or Affiliates in your role as a coach:

1. Operate within the rules and spirit of netball, promoting fair play.
2. Develop a positive netball environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
3. Support opportunities for participation in all aspects of the sport.
4. Treat each person as an individual. Respect the rights and worth of every person regardless of their gender, ability, cultural background, or religion.
5. Display control, courtesy, and respect to all involved with netball.
6. Respect the decisions of umpires, officials, other coaches, and administrators in the conduct of netball programmes and competitions.
7. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, length of games and training schedules should take into consideration the age, ability, and maturity level of the participants.
9. Act with integrity and objectivity and accept responsibility for your decisions and actions.
10. Ensure your decisions and actions contribute to a safe environment. Place the safety and welfare of the players above all else.
11. Ensure your decisions and actions contribute to an environment free of sexual harassment, bullying, discrimination, or victimisation.
12. Any physical contact with player should be appropriate to the situation and necessary for the player's skill development.
13. Adopt responsible behaviour in relation to alcohol and other drugs.
14. Be honest and do not allow your qualifications/accreditation to be misrepresented.

PLAYER CODE OF CONDUCT

In addition to the Isle of Man Netball General Code of Conduct, you must meet the following requirements regarding your conduct during any activity held by or under the auspices of Isle of Man Netball, Member Organisations or Affiliates in your role as a player:

1. Respect the rights, dignity and worth of fellow players, coaches, officials, and spectators.
2. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
3. Respect the talent, potential and development of fellow players and competitors.

4. Participate fairly and safely.
5. Be frank and honest with your coach concerning illness and injury and your ability to train and play fully.
6. Conduct yourself in a responsible manner relating to language, temper, and punctuality.
7. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
8. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
9. Co-operate with coaches and staff in relation to programmes that adequately prepare you for competition.
10. Do not engage in practices that affect sporting performance (alcohol, tobacco, and drug use).
11. Applaud all good play, by your own team and opponents.
12. Respect and acknowledge the contribution of those who create the opportunity for you to play (e.g. scorers, coaches, timekeepers, administrators and umpires).

UMPIRE CODE OF CONDUCT

In addition to the Isle of Man General Code of Conduct, you must meet the following requirements regarding your conduct during any activity held by or under the auspices of Isle of Man Netball, Member Organisations or Affiliates in your role as an umpire:

1. Umpire in accordance with the Official Rules of the Game.
2. Treat all players, coaches, bench officials and other umpires with respect.
3. Place the safety and welfare of the players above all else, including Taking appropriate action to manage dangerous play.
4. Maintain a high standard of personal behaviour at all times.
5. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and umpiring at all times.
6. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
7. Be courteous, respectful, and open to discussion and interaction with other netball participants.
8. Maintain or improve your current performance level and seek continual improvement.
9. Be honest and do not allow your qualifications/accreditation to be misrepresented.

PARENT/ GUARDIAN CODE OF CONDUCT

In addition to the Isle of Man Netball General Code of Conduct, you must meet the following requirements regarding your conduct during any activity held by or under the auspices of Isle of Man Netball, Member Organisations or Affiliates in your role as a parent/guardian:

1. Encourage your child to participate but do not force them.
2. Focus upon your child's efforts and performance rather than the overall outcome of the event. This assists your child in setting realistic goals related to his/ her ability by reducing the emphasis on winning.
3. Teach your child that an honest effort is as important as winning, so that the result of each game is accepted without undue disappointment.
4. Encourage your child to play always according to the rules.
5. Be a model of good sports behaviour for children to copy. Applaud good play by all players.

6. Never ridicule or yell at a child for making a mistake or losing a game.
7. If you disagree with an umpire or coach raise the issue through the appropriate channels rather than question their judgement and honesty in public.
8. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
9. Recognise and respect the value and importance of volunteer administrators, coaches, and umpires. They give up their time and resources to provide recreational activities for players and deserve your support.
10. Be courteous in communication with administrators, coaches, players, and umpires. Teach your child to do the same.
11. Support the use of age-appropriate development activities and modified rules.

SPECTATOR CODE OF CONDUCT

In addition to the Isle of Man Netball General Code of Conduct, you must meet the following requirements regarding your conduct during any activity held by or under the auspices of Isle of Man Netball, Member Organisations or Affiliates in your role as a spectator:

1. Remember that most players (in particular children) participate in netball activities for fun. They are not participating for entertainment of spectators only.
2. Applaud good performance and efforts by all players. When watching a game congratulate both teams on their performance regardless of the game's outcome.
3. Respect the decision of the umpires. Encourage players to play according to the rules and the official decisions and develop your own knowledge of the rules.
4. Never ridicule or abuse a player for making a mistake during a competition.
5. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
6. Do not use foul language, sledge, or harass administrators, coaches, players, umpires, or other spectators.
7. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires, or other spectators.
8. Support the use of age-appropriate development activities and modified rules.

BENCH OFFICIALS CODE OF CONDUCT

In addition to the Isle of Man Netball General Code of Conduct, you must meet the following requirements regarding your conduct during any activity held by or under the auspices of Isle of Man Netball, Member Organisations or Affiliates in your role as a Technical Official:

1. Officiate in accordance with the Official Rules of the Game and Event/Competition Guidelines.
2. Treat all players, coaches, umpires, and other bench officials with respect.
3. Act with integrity and objectivity and accept responsibility for your decisions and actions.
4. Be consistent and impartial when making decisions.
5. Maintain a high standard of personal behaviour at all times.
6. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball and officiating at all times.

7. Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying or victimisation.
8. Be courteous, respectful, and open to discussion and interaction.
9. Maintain or improve your current performance level and seek continual improvement.
10. Be honest and do not allow your qualifications/accreditation to be misrepresented.

MEDIA CODE OF CONDUCT

In addition to the Isle of Man Netball General Code of Conduct, you must meet the following requirements with regard to your conduct during any activity held by or under the auspices of Isle of Man Netball, Member Organisations or Affiliates in your role as a media representative:

1. Report and interpret honestly, striving for accuracy and fairness.
2. Do not allow personal interest, or any belief, commitment, payment, gift, or benefit, to undermine your accuracy, fairness, or independence.
3. Disclose conflicts of interest that affect, or could be seen to affect, the accuracy, fairness, or independence of your journalism. Do not improperly use a journalistic position for personal gain.
4. Use fair, responsible and honest means to obtain material. Identify yourself and your employer before obtaining any interview for publication or broadcast.
5. Respect private grief and personal privacy.
6. Do your utmost to achieve fair correction of errors.
7. Be aware of the difference between adult netball programs and children's netball programs and treat them accordingly.
8. Place the isolated incidents of unsportsmanlike behaviour in proper perspective, rather than make such incidents the "highlight" of the event.
9. Focus upon player's fair play and their honest effort.
10. Recognise the sporting achievements of players from disadvantaged groups, including adolescent girls, people with disabilities, people from non-English speaking backgrounds and rural population.

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