

BOWLS ACT

Codes of Conduct

Adoption Date: February 12, 2021



BOWLS ACT POLICY ON CODES OF CONDUCT

1. DATE OF ADOPTION AND APPLICATION

- 1.1 This Policy replaces the existing Policy on Codes of Conduct as of the date of its adoption.
- 1.2 Annex 1 lists the date of adoption and the dates of any subsequent amendments.

2. CONSTITUTION

- 2.1 This Policy is binding on all individuals who are Members of Bowls ACT and has the same effect as a rule in the Constitution.
- 2.2 The Constitution will prevail should there be a conflict.

3. PURPOSE OF POLICY

- 3.1 Bowls ACT is committed to ensuring a safe, respectful and enjoyable environment for all who are involved in the sport of bowls. The Board of Bowls ACT has adopted these Codes of Conduct to demonstrate that commitment. The Codes are linked to the Member Protection Policy (MPP) and should be read together with the MPP.
- 3.2 The Codes apply to individuals in the various categories of participant that are involved with bowls through Bowls ACT: players, representative players, coaches, umpires, measurers, markers, officials, volunteers, parents/guardians and spectators.

4. COVERAGE OF CODES

- 4.1 The Codes apply to all Members, as defined in the Constitution. The events to which this Code applies are those covered by the Bowls ACT Conditions of Play. The term "player" used in the Codes covers representative players.

5. BREACHES OF THE CODES

- 5.1 Breaches of the Codes by Members of Bowls ACT may be dealt with by disciplinary action under the Constitution, as supplemented by Bowls ACT Policies.
- 5.2 Where persons who are not Members of Bowls ACT come within the coverage of a Code of Conduct, they cannot be subject to disciplinary action. They may be asked by an official or Controlling Body to leave a venue if they do not observe the relevant Code of Conduct.

6. DISCRIMINATION

- 6.1 Further to the MPP, the Codes of Conduct require that persons do not discriminate in dealing with other members of the bowls community. A person discriminates against someone else if the person treats, or proposes to treat, that person unfavourably because of their gender, sexuality, disability, race, colour, national and ethnic origin, descent or religion.



7. HARRASSMENT

- 7.1 Further to the MPP, the Codes of Conduct also require that persons do not threaten, abuse or harass other members of the bowls community. Harassment is any type of unwelcome behaviour, including physical contact, which has the effect of offending, humiliating or intimidating the person harassed.
- 7.2 Sexual harassment is unwelcome behaviour of a sexual nature which could reasonably be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can take many different forms and may include unwelcome physical contact, verbal comments, jokes, propositions, displays of pornographic or offensive material or other behaviour that creates a sexually hostile environment. Sexual harassment does not have to be intentional.



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CODE OF CONDUCT FOR PLAYERS

This Code of Conduct does not exclude other codes of conduct to which a player may be subject. A player will:

1. act in accordance with the Constitution and Board policies, including the Member Protection Policy.
2. comply with the laws of the sport of bowls.
3. compete in the spirit of fair play.
4. use social media in accordance with this Code of Conduct.
5. respect the dignity and worth of players, coaches, umpires, measurers, markers, officials, volunteers, parents/guardians and spectators.
6. not discriminate in dealing with a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
7. not threaten, abuse or harass in any way a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
8. demonstrate a high degree of individual responsibility, especially when dealing with persons under 18 years of age and other vulnerable persons. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
9. be professional in, and accept responsibility for, their actions by, for example, displaying high standards in behaviour and being accountable for their behaviour.
10. not make derogatory, demeaning or discriminatory remarks about any player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
11. not show displeasure or disapproval (by action or verbal abuse) towards an umpire, measurer or marker discharging his or her duties.
12. not sledge other players; not use obscene, offensive or insulting language or gestures; not deliberately distract or provoke an opponent during a game.
13. not intentionally damage the green on which they are playing or other club property.
14. respect the equipment and surrounds of the green by, for example, not throwing the mats.



CODE OF CONDUCT FOR REPRESENTATIVE PLAYERS

The Code of Conduct for Players also applies to players selected by Bowls ACT to represent the ACT. Representative players must comply with the Code of Conduct for Players at all times, including when training, travelling and playing. In addition to the Code of Conduct for Players, representative players will:

1. not do anything which adversely affects or reflects on or discredits Bowls ACT.
2. comply with all reasonable directions by Bowls ACT in relation to their participation in the representative program.
3. participate in training programs that prepare them for competition.
4. inform Bowls ACT of illness or injury which impact on their capacity to train or compete.
5. inform Bowls ACT in good time if they are unavailable for selection.

Note: Representative players may also be subject to Bowls Australia policies and club disciplinary regimes. Points 3-5 cannot be the subject of disciplinary action under the Constitution.



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CODE OF CONDUCT FOR COACHES

This Code of Conduct does not exclude other codes of conduct to which a coach may be subject. A coach will:

1. act in accordance with the Constitution and Board policies, including the Member Protection Policy.
2. use social media in accordance with this Code of Conduct.
3. respect the dignity and worth of coaches, players, umpires, measurers, markers, officials, volunteers, parents/guardians and spectators.
4. not discriminate in dealing with a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
5. not threaten, abuse or harass in any way a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
6. demonstrate a high degree of individual responsibility, especially when dealing with persons under 18 years of age and other vulnerable persons. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
7. be professional in, and accept responsibility for, their actions by, for example, displaying high standards in behaviour and being accountable for their behaviour.
8. be aware that disciplinary action may be taken against a coach who has an inappropriate or unprofessional relationship with an adult athlete they coach.
9. not make derogatory, demeaning or discriminatory remarks about any player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
10. ensure any physical contact with a player is appropriate for the situation and necessary for the player's skill development.
11. commit to providing a quality service to their players and ensuring the time spent with them by players is a positive experience.
12. provide a safe environment for training and competition, including appropriate arrangements for sick or injured players.

Note: points 11-12 cannot be the subject of disciplinary action under the Constitution.



CODE OF CONDUCT FOR UMPIRES, MEASURERS AND MARKERS

This Code of Conduct does not exclude other codes of conduct to which an umpire, measurer or marker may be subject. Umpires, measurers and markers will:

1. act in accordance with the Constitution and Board policies, including the Member Protection Policy.
2. use social media in accordance with this Code of Conduct.
3. respect the dignity and worth of players, coaches, umpires, measurers, markers, officials, volunteers, parents/guardians and spectators.
4. not discriminate in dealing with a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
5. not threaten, abuse or harass in any way a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
6. demonstrate a high degree of individual responsibility, especially when dealing with persons under 18 years of age and other vulnerable persons. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
7. be professional in, and accept responsibility for, their actions by, for example, displaying high standards in behaviour and being accountable for their behaviour.
8. not make derogatory, demeaning or discriminatory remarks about any player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
9. place the safety and welfare of participants above all else.
10. be consistent and impartial when making decisions.
11. keep up to date with the latest trends in officiating.

Note: points 10-11 cannot be the subject of disciplinary action under the Constitution.



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CODE OF CONDUCT FOR OFFICIALS

This Code of Conduct does not exclude other codes of conduct to which an official may be subject. An official will:

1. act in accordance with the Constitution and Board policies, including the Member Protection Policy.
2. use social media in accordance with this Code of Conduct.
3. respect the dignity and worth of officials, players, coaches, umpires, measurers, markers, volunteers, parents/guardians and spectators.
4. not discriminate in dealing with a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
5. not threaten, abuse or harass in any way a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
6. demonstrate a high degree of individual responsibility, especially when dealing with persons under 18 years of age and other vulnerable persons. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
7. be professional in, and accept responsibility for, their actions by, for example, displaying high standards in behaviour and being accountable for their behaviour.
8. not disclose to any unauthorised person or organisation any Bowls ACT information that is of a private, confidential or privileged nature.
9. be aware that disciplinary action may be taken against an official who has an inappropriate or unprofessional relationship with an adult athlete.
10. not make derogatory, demeaning or discriminatory remarks about any player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
11. maintain a safe environment for others.
12. resolve conflicts fairly and promptly through established procedures.

Note: point 12 cannot be the subject of disciplinary action under the Constitution.



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CODE OF CONDUCT FOR VOLUNTEERS

This Code of Conduct does not exclude other codes of conduct to which a volunteer may be subject. Volunteers who are not Members of Bowls ACT are requested to observe the Code. A volunteer will:

1. if a Member of Bowls ACT, act in accordance with the Constitution and Board policies, including the Member Protection Policy.
2. use social media in accordance with this Code of Conduct.
3. display high standards in behaviour and be accountable for their behaviour.
4. respect the dignity and worth of volunteers, players, coaches, umpires, measurers, markers, officials, parents/guardians and spectators.
5. not discriminate in dealing with a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
6. not threaten, abuse or harass in any way a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
7. demonstrate a high degree of individual responsibility, especially when dealing with persons under 18 years of age and other vulnerable persons. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
8. not make derogatory, demeaning or discriminatory remarks about any player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.



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CODE OF CONDUCT FOR PARENTS/GUARDIANS

This Code of Conduct does not exclude other codes of conduct to which parents/guardians may be subject. Parents/guardians who are not Members of Bowls ACT are requested to observe the Code. A parent/guardian will:

1. if a Member of Bowls ACT, act in accordance with the Constitution and Board policies, including the Member Protection Policy.
2. respect the dignity and worth of parents/guardians, players, coaches, umpires, measurers, markers, officials, volunteers and spectators.
3. not discriminate in dealing with a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
4. not threaten, abuse or harass in any way a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
5. not make derogatory, demeaning or discriminatory remarks about any player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
6. use social media in accordance with this Code of Conduct.
7. focus on the efforts and performances of the players rather than winning or losing.
8. show appreciation for good performances by all players (including opposing players).
9. encourage children to compete in the spirit of fair play and to show respect towards an umpire, measurer or marker discharging his or her duties.

Note: points 7-9 cannot be the subject of disciplinary action under the Constitution.



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CODE OF CONDUCT FOR SPECTATORS

This Code of Conduct does not exclude other codes of conduct to which spectators may be subject. Spectators who are not Members of Bowls ACT are requested to observe the Code. A spectator will:

1. if a Member of Bowls ACT, act in accordance with the Constitution and Board policies, including the Member Protection Policy.
2. use social media in accordance with this Code of Conduct.
3. respect the dignity and worth of spectators, players, coaches, umpires, measurers, markers, officials, volunteers and parents/guardians.
4. not discriminate in dealing with a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
5. not threaten, abuse or harass in any way a player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
6. not make derogatory, demeaning or discriminatory remarks about any player, coach, umpire, measurer, marker, official, volunteer, parent/guardian or spectator.
7. not disturb or advise players in any way.



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ANNEX 1

Date of Adoption:

12/02/2021

Dates of Amendment:



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