

Policy 2- HBA Code of Conduct

Oversight: President

Effective Date: 15 August 2025

Review Date: 2026

Purpose

This Code outlines the expectations for all **clubs, coaches, team managers, players, scorers, spectators and parents** participating in Hamilton Basketball Association (HBA) competitions. While HBA operates through respective clubs, all games are representing the HBA and must uphold the values of integrity, fairness, inclusion, and player wellbeing.

Standards

1. Prioritise Enjoyment and Development

- Foster a fun, safe, and inclusive environment for players of all abilities.
- Emphasise personal growth, teamwork, and learning over winning.
- Design engaging, age-appropriate training sessions that build skill and confidence.

2. Be Reasonable in Demands

- Consider players' age, development stage, and other commitments (e.g. school)
- Avoid overtraining or pushing players beyond their capabilities.
- Promote a healthy balance between sport and life.

3. Promote Respect for the Game

- Teach and model the rules and values of basketball.
- Emphasise fair play, honesty, and responsibility.
- Discourage cheating, dangerous play, or manipulation of the rules.

4. Provide Fair Opportunities

- Give all players reasonable court time and development opportunities.
- Encourage inclusion, rotation, and team contribution—especially in junior levels.
- Avoid favouritism or biased team selection.

5. Respect Opposing Teams and Coaches

- Show respect toward other teams, coaches, and clubs—win or lose.
- Encourage players to display good sportsmanship before, during, and after games.
- Avoid disparaging remarks or conduct.

6. Show Respect for Officials

- Accept referees' decisions calmly and respectfully.
- Teach players to respect and cooperate with officials.
- Never confront referees during or after games.

7. Communicate Effectively

- Maintain respectful, clear, and professional communication with players, parents, and volunteers.

- Set expectations around behaviour, punctuality, and engagement.
- Use official HBA or club channels to raise concerns.

8. Ensure a Safe Environment

- Confirm facilities and equipment are safe and suitable.
- Adapt training for injury, illness, or developmental needs.
- Report any incidents or risks promptly.

9. Maintain Professional Conduct

- Be prepared, punctual, and dressed appropriately.
- Engage in ongoing coaching education.
- Lead by example through calm, respectful leadership.

10. Maintain Boundaries and Safeguarding

- Avoid one-on-one contact with players outside of safe, supervised settings.
- Use appropriate, non-invasive physical contact only when necessary.
- Understand and follow child safety laws and reporting obligations.

11. Promote Inclusion and Respect

- Treat all players equally regardless of gender, background, or ability.
- Challenge any form of discrimination, bullying, or exclusion.
- Model inclusive behaviour in language, actions, and team culture.

12. Respect Facilities and Equipment

- Treat shared venues (e.g. HILAC, schools) with care and professionalism.
- Ensure players respect equipment and leave spaces clean.
- Report facility damage or misuse to HBA immediately.

Breaches and Disciplinary Process

The HBA Board manages all breaches of this Code to ensure consistent and fair handling of issues.

What Constitutes a Breach?

Breaches may include, but are not limited to:

- Abuse or disrespect toward players, referees, parents, or officials
- Promoting unsafe or unfair play
- Inappropriate physical or verbal behaviour
- Failing to provide inclusive opportunities or equal treatment
- Breaching child safety expectations
- Persistent lateness, poor preparation, or lack of professionalism

Reporting a Breach

- Any person (parent, referee, official, spectator, player) may submit a written complaint to the **HBA Board**.

- Complaints should include specific details (date, time, behaviour observed) using the **HBA Incident Report Form**.
- Anonymous complaints may be accepted, but full investigation may be limited without supporting detail.

Disciplinary Process

Step	Action	Responsibility
1	Initial Review of the report or concern	HBA Board
2	Coach Response invited (right of reply)	HBA Board
3	Decision on Action following review of evidence	HBA Board
4	Outcome Communicated with coach and relevant stakeholders	HBA Board

Possible Sanctions

Sanctions will reflect the nature and severity of the breach and may include:

- Verbal warning
- Written warning
- Behavioural coaching or education requirement
- Temporary suspension from coaching
- Removal from coaching duties within HBA
- Referral to Basketball Victoria Integrity Unit (for child safety or serious conduct matters)

Right to Appeal

- A coach may appeal any disciplinary decision within **7 days** of notification.
- Appeals must be submitted in writing to the HBA Executive.
- An independent panel will be appointed to review the case.