

Volleyball & Beach Volleyball HUB (Inc) Code of Conduct

(Rev 1.1 – 01/01/2019)

As a Club operated primarily by volunteers for the benefit of its members, all members of the Volleyball & Beach Volleyball HUB (from now just called "The HUB") have an individual and collective responsibility to contribute in a positive way to the operations of their Club.

The HUB Member's Code of Conduct applies equally to members and their guests, including players from other clubs visiting our Club for sporting competitions and social functions.

Competition Conduct

1. Players must display respect to their team mates, and opponents, and play the game within volleyball and beach volleyball sport's governing bodies, Laws and/or Conditions of Play, to the highest degree of sportsmanship and honesty.
2. Players will not engage in offensive or abusive language, dissent, conduct unbecoming, or actions which would bring the game or the Club into disrepute.
3. Spectators will conduct themselves in a manner that ensures that players are not distracted.

General Conduct

1. Members, family and guests are encouraged to enjoy the hospitality of the club without fear of acts of discrimination, racial vilification, bullying, harassment or verbal abuse.
2. Members, family and guests will ensure that the comfort of other patrons is not unreasonably disturbed.
3. Members, family and guests will respect other patrons and will conduct themselves in a manner that will not cause offense.
4. Abusive or offensive language is not permitted within the clubhouse or its surrounds.
5. Members, family and guests will ensure to include and support other members to participate in any social activity regardless to their talents, skills, ethnic, social and religious status.

Smoking Conduct

The Club relies on the Tobacco Products Control Act (2009) to manage the behaviour of its members and guests. Accordingly:

1. Smoking is not permitted by law in the clubhouse. Smoking is not permitted on any location/courts where competitions are being played under the auspices of volleyball and beach volleyball sport governing bodies.
2. Smokers must dispose of butts correctly.
3. Members are to respect the rights of other members who wish to smoke in allowable areas.

Social Media Conduct

1. All club references in social media postings, blogs, status updates and tweets will be treated as public 'comment'. No statements should be made that are misleading, false or likely to injure a person's reputation or bring our club into disrepute.
2. Any abusive, discriminatory, intimidating, misleading or offensive statements will not be tolerated. Offending posts will be removed and those responsible will be blocked from the site.
3. When sharing information or posting material on public websites connected to the club, members must follow the following guidelines for electronic communication:
 - It should be restricted to club matters
 - It must not offend, intimidate, humiliate or harass another person
 - It must not be misleading, false or injure the reputation of another person
 - It should respect and maintain the privacy of members
 - It must not bring the club into disrepute.
4. Members who send inappropriate electronic communication or post online content or comments that harass, offend, intimidate or humiliate another member may be found in breach of the Member's Code of Conduct and as a result may be liable for a claim of misconduct, under the Club Constitution.

Breach of Code of Conduct

1. Any member who is the subject of a breach in the Code of Conduct may notify the Club President in writing, so that an investigation can be conducted and appropriate action taken.
2. Any member who witnesses another member being subjected to a breach in the Code of Conduct may notify the Club President in writing, so that an investigation can be conducted and appropriate action taken.

3. If the complaint involves the Club President then the member may address their concerns to the Management Committee.
4. All members must follow and are subject to the Club Constitution Clauses to handle any disputes with another member or with the management committee of the Club.
5. Any member who breaches this policy, or who makes a false claim of a breach in the Code of Conduct shall be subject to counselling and/or disciplinary action, which may include suspension or expulsion

Definitions and Examples

"*Bullying*" generally involves excessive use of power over others, creating fear in order to control them. It is usually repeated behaviour that is deliberate, ongoing and unreasonable, and may cause a threat to health and safety.

"*Harassment*" is defined as a persistent, unwelcome or unwarranted behaviour towards another person. It involves acts that a reasonable person would find offensive. Some common forms of harassment include:

- a) abuse;
- b) gender-based insults or taunting;
- c) homophobic abuse;
- d) displaying homophobic material on a notice board;
- e) indecent exposure (criminal offence);
- f) leering or staring at a person or parts of their body;
- g) making jokes at the expense of a person with a disability;
- h) obscene telephone calls (criminal offence);
- i) persistent requests for a night out where these are rejected;
- j) persistent, unwelcome proposals of marriage;
- k) pornographic or nude posters in the workplace;
- l) asking questions about a person's sex life;
- m) requests for sex where these are unwelcome;
- n) sexual assault (criminal offence);

- o) sexist or racist jokes;
- p) suggestive comments about a person's body or appearance;
- q) tales of sexual performance;
- r) inappropriately touching a person;
- s) verbal abuse or derogatory comments based on race;
- t) verbal or written abuse directed at a transgender person.