

# Code of Conduct Policy

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**Policy Brief and Purpose**

The Bendigo Pickleball Club Inc (BPC) Code of Conduct is a framework that outlines the standards of behaviours and ethical conduct expected of all members, providing role-specific principles to guide individual behaviour and decision-making. The policy highlights organisational expectations and affirms BPC’s belief in responsible social and ethical behaviour from all employees, volunteers, players and administrators.

BPC promotes freedom of expression and open communication but within the guidelines of the code of conduct. It is expected that all members will foster a well-organised, respectful, and collaborative environment.

**Principles**

All members involved with pickleball contribute to the success of our organisation. BPC fully endorses that all individuals are not deprived of their basic human rights.

All individuals involved have an obligation to the sport of pickleball, others involved, and themselves, to observe high standards of integrity and fair dealing. Unlawful and unethical practices undermine the reputation and integrity of the sport.

The Board of Bendigo Pickleball Club In (BPC) is committed to providing a safe, healthy, and supportive environment for all involved.

Procedural fairness is essential for maintaining a productive, enjoyable environment.

**Policy**

This policy applies to all BPC members and provides general guidelines to ensure that pickleball grows and functions within an inclusive, productive environment and upholds the BPC values. The Code of Conduct does not replace legislation and if any part of it is in conflict, then legislation takes precedence. BPC are committed to acting professionally, fairly, and with integrity in all our business dealings and relationships.

**BPC Values**

The BPC values are Honesty, Fair Play, Integrity, Equality, and Respect. These values underpin the culture of BPC and are evident in the way our members function and work together. They are integral to the conduct of all relationships and interactions within the BPC community.

## Role Specific Codes

### *Committee Member*

- Promote and respect the rights and dignity of every person regardless of gender, race, ethnicity, or sexual orientation and ensure that the organisation promotes a safe and inclusive environment.
- Protect the integrity of sport at all times by ensuring that the behaviour and conduct of every person is consistent with the laws of the game, the principles of fair play and the standards of safe and inclusive sport.
- Protect the safety and wellbeing of members at all times by ensuring that appropriate safeguarding measures and policies are in place, easily accessible and understood by every person, and reviewed regularly
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions.
- Exercise fairness, equality, courtesy, consideration, and sensitivity in dealing with other members of the BPC team, business clients, suppliers and those participating in pickleball activities.
- Make decisions in the best interests of your members and pickleball.
- Promote a safe and inclusive environment, in which every person feels welcomed and is protected and free from discrimination, harassment, and abuse.
- Ensure that all players, coaches, officials, parents and spectators place wellbeing and enjoyment ahead of performance and outcomes
- Create pathways that support players, coaches and officials to improve their skill development
- Provide equal opportunities for all players, coaches and officials to participate, regardless of their gender, ability or cultural background
- At all times act as a role model for others, displaying high standards of good sporting behavior
- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in an official capacity
- Act and maintain a high standard of integrity and professionalism upholding the BPC values.
- Be responsible and scrupulous in the proper use of BPC information, funds, equipment, and facilities.
- Do not improperly use inside information, or your status, power, or authority, to gain, or seek to gain, a benefit or advantage for yourself or any other person, nor to cause, or seek to cause, detriment to the BPC, or any other person
- Avoid apparent conflict of interests, promptly disclosing to a BPC Committee Member, any interest which may constitute a conflict of interest.
- Ensure that all members are made aware of their rights and responsibilities under the appropriate legislation including: Member Protection Policy, Code of Conduct, Child Safe Policy and Anti-discrimination Policy, and know the process by which to refer a complaint or breach.

### *Player*

- Adhere to the principles of fair play and always play by the rules, respecting the traditions of pickleball and the spirit of competition at the social and tournament level.
- Respect the rights and dignity of every person including teammates, opponents, coaches, and officials, and never engage in behaviour that abuses, provokes or harasses others.
- Respect the decision of coaches and officials and never argue with them.
- Always play to the best of your abilities and participate for enjoyment, not results.
- Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others.

- Care for the equipment and facilities made available during social play, training, and competition.
- Always consider the safety and wellbeing of other participants before performance and results.
- Adhere to anti-doping policies and never engage in match fixing or betting.
- Never engage in inappropriate conduct including the use of offensive language, drinking, or smoking whilst in the presence of junior participants or spectators

#### *Coach*

- Respect the rights and dignity of every person regardless of gender, race, ethnicity, or sexual orientation.
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse.
- Ensure every person has equal opportunity to participate regardless of age, ability, or experience.
- Ensure that all equipment and activities meet safety standards and are appropriate to the age and abilities of every person.
- Promote the principles of fair play and discourage foul play and/or unsporting behaviour.
- Always consider the safety and wellbeing of participants before performance and results and follow the advice of a physician/medical officer in determining when an injured participant may return to training and competition.
- Maintain respectful and appropriate relationships with every person, especially to participants to which you owe a duty of care.
- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking, whilst in an official capacity.
- Ensure coaching qualifications are up to date and accredited by the appropriate ruling body
- Follow the guidelines and rules set down by the organisation and governing body
- Call out and refer to organisation authorities all acts of unethical behaviour, whether from players, officials, parents or spectators.
- At all times act as a role model for others, displaying high standards of good sporting behaviour

#### *Official*

- Respect the rights and dignity of every person regardless of gender, race, ethnicity, or sexual orientation.
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse.
- Always ensure the safety and wellbeing of players above all else.
- Maintain respectful and appropriate relationships with every person, especially to the players.
- Be impartial, consistent, and transparent in your conduct and decision-making
- Avoid situations that may lead to or call into question conflict of interest.
- Avoid engaging in verbal communication with coaches, officials, parents and spectators during play except in instances of medical emergencies or to call out acts of unethical behaviour.
- At all times act as a role model for others, displaying high standards of good sporting behavior.
- Never engage in inappropriate conduct including the use of offensive language whilst in an official capacity.
- Adhere to the laws of the game and the principles of fair play, ensuring that the spirit of competition is respected by all players, coaches, and officials.

### *Parents and Spectators*

- Never engage in inappropriate conduct including the use of offensive language, drinking or smoking whilst in the presence of junior participants or spectators.

Encourage players to play by the rules and to show respect to coaches, officials and opponents at all times.

- Respect the rights and dignity of every person including players, coaches, officials, other parents, and spectators; and never engage in behaviour that abuses, demeans, provokes or harasses others.
- Demonstrate an understanding that sport is designed to be fun and that participating for enjoyment and wellbeing should always come before performance and results.
- At all times act as a role model for others, displaying high standards of good sporting behavior.
- Call out and refer to organisation authorities all acts of unethical behavior, whether from players, coaches, officials, parents, or spectators.
- Participate in positive cheering that reinforces and encourages participant efforts.