



Ringwood North Netball Club

RINGWOOD NORTH NETBALL CLUB INFORMATION

WELCOME

Welcome to the Ringwood North Netball Club.

Please take the time to read this and keep it handy as it contains important information that you may need during the season. If you have any queries during the season, please do not hesitate to contact the club (contact numbers on last page) or visit our website for more information.

Club Website: <http://www.ringwoodnorth.vic.netball.com.au>

Club Contacts:

PO BOX 2464

RINGWOOD NORTH VIC 3134

Position	Name	Email
President	Nicole Grace	rncethepresident@gmail.com
Secretary	Sarah Parker	rncsecretary@gmail.com
Uniform Co-ordinator	Jess Kouteres	rncuniforms@gmail.com
Coaches Co-ordinator	Ange Cullen	rnccoaches@gmail.com
Registrar	Kirsty Goetz	rncregistrar@gmail.com

INTRODUCTION

Ringwood North Netball Club (RNNC) was established in 1986 and over the years has grown into a well-respected club within the Melbourne East Netball Association, currently supporting over 15 teams from juniors to open, umpires, coaches and a dedicated team of volunteers and committee.

RNNC are proud to have had and still have many players selected to play in the MENA representative teams. We also pride ourselves in nurturing our young players wishing to pursue umpiring.

The Ringwood North Netball Club is affiliated with the Melbourne East Netball Association and Netball Victoria and therefore follows their policies and guidelines such as Junior Policy, Risk Management and Member Protection. Copies of these documents can be obtained from Netball Victoria's website <https://vic.netball.com.au/>

PRIVACY

Netball Victoria and therefore RNNC adopts the Privacy and Data Protection Act 2014. Your personal information will only be used in accordance with the purposes of the Ringwood North Netball Club. If you have any privacy concerns or would like to verify information held about you, please contact the Secretary.

CLUB PHILOSOPHY

To provide an environment where participants can:

- ✓ Learn and develop the skills and codes of netball
- ✓ Have fun and form long-lasting friendships
- ✓ Be a true club of the community
- ✓ Build from within promoting junior development above all
- ✓ Create a life long love of netball and sport in general
- ✓ Develop our children's netball skills to the highest level, build confidence and encourage children to achieve their best on court

AGE GROUPS

Ringwood North Netball Club fields teams from under 9 (NetSetGo) through to the Open competition. The age groups competing within the Melbourne East Netball Association are:

- NSG** Children from the age of 6 years can compete in this competition. All players will be rotated through every position. All players receive a medal or trophy for participation at the end of the season. Focus is on basic skill development, team play and fun. Where possible children will be placed in a team with at least 1 friend.
- U11** Premiership points, ladders and finals in this age group. Coaches continue to encourage skill development, rotation through positions and team play. Players are graded into teams according to ability.
- U13** Premiership points, ladders and finals in this age group. Coaches endeavour to continue skill development and foster improvement in players. There may be less rotation of positions with goalers, defenders and mid court players identified. Players are graded into teams according to ability.
- U15** Premiership points, ladders and finals in this age group. Coaches endeavour to continue skill development and foster improvement in players. There may be less rotation of positions with goalers, defenders and mid court players identified. Players are graded into teams according to ability.
- Open** Premiership points, ladders and finals in this age group. Player ability and friendship groups where possible are considered when formulating teams.

(Age is considered to be under the prescribed age on the first of January of that year, i.e. they may turn that age during the season and be eligible to play)

COMPETITION INFORMATION

The competition is run by Melbourne East Netball Association and is located at H.E. Parker Netball Complex (also known as Maroondah Nets) 154 Heathmont Rd Heathmont.

Game times

- The NetSetGo Competition (U9's) is on a Friday evening and times vary from approx. 4.30pm onwards.
- U11's right through to Open age range from 8am to 4.15pm being the latest game.

Length of games four ten minute quarters

Seasons Two per year

- Autumn (February-June)
- Spring (July to December)

TRAINING (VENUES AND REQUIREMENTS)

- All teams (NetSetGo to U15's) utilise the Netball Courts at Ringwood North Primary School from Monday-Friday afternoons between 3.45-6.30pm (depending on the Coach's availability). Players are expected to attend training sessions unless injured and to notify coaches of their inability to train.

Open teams are not required to train.

COACHES

The Ringwood North Netball Club supports its volunteer coaches to attend coaching courses. RNNC has a Coaches Coordinator who is responsible for recruitment of suitable coaches. We encourage all coaches to complete coaching courses.

RNNC supports and complies with the Working with Childrens Act 2005.

FEES

Fees are due at the beginning of competition and are determined by the club committee. Payment is split into two areas:

1. Ringwood North Netball Club Fees

Fees cover: team entry fees, umpire and court fees, administration, equipment, first aid supplies and awards/trophies.

Fees are required to be paid twice a year for each season Spring & Autumn.

2. My Netball (netball insurance)

- Required to be paid **ONCE** per calendar year
- Players cannot take to the court until My Netball Registration is paid.

Fees for the coming season are advised on the registration form

My Netball Membership – What benefits do you get?

- Membership card and membership directory mailed direct to each member
- Range of products and services offered by some of Australia's leading retailers
- Personal accident and public liability insurance - Protection under the Netball Australia Risk Protection Program
- Professional indemnity insurance for coaches and umpires
- Opportunities to access all Netball Victoria programs and services (on line courses, clinics and camps) that will benefit you, your club and association.

UNIFORM

Ringwood North Netball Club uniform consists of :

- Club dress only available through club uniform officer
- White ankle socks (any kind).

Optional items of clothing available from the clubs uniform coordinator include:

- Club Hoodie
- Club Socks

Please note track pants/leggings are not to be worn when playing games according to Association regulations.

Association / Club Dress Code

- No jewellery to be worn (wedding rings, body piercing that cannot be removed and medical alert bracelets/chains must be securely taped with strapping tape).
- No gloves may be worn (unless required for a medical condition).
- Nails must be cut short or taped
- Hats and sunscreen required when outdoors. Appropriate sport sunglasses may be worn if required.
- Hair must be tied back if long.
- Players must bring own drink bottle.

Netball Victoria Code of Behaviour – General.

As a person required to comply with this Regulation, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Netball Victoria, a Region, an Affiliated Association or an Affiliated Club:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to Netball Victoria's standards, rules, regulations and policies.
6. Operate within the rules of the sport including state guidelines which govern Netball Victoria, the Regions, the Affiliated Associations and the Affiliated Clubs.
7. Do not use your involvement with Netball Victoria, a Region, an Affiliated Association or an Affiliated Club to promote your own beliefs, behaviours or practices where these are inconsistent with those of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club.
8. 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.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any behaviour that may bring Netball Victoria, a Region, an Affiliated Association or an Affiliated Club 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. Understand the repercussions if you breach, or are aware of any breaches of this Code of Behaviour.

Netball Victoria Junior Player Code of Behaviour

In addition to Netball Victoria's General Code of Behaviour, as a player in any activity held by or under the auspices of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club you must meet the following requirements in regard to your conduct during any such activity or event:

1. Participate because you enjoy it, not just to please parents and coaches.
2. Play by the rules:
 - Know the rules
3. Participate fairly and safely.
4. Abide by decisions, without argument or bad temper.
 - Captains have the right to approach an umpire during an interval or after the game for clarification of any rule.

- Approach the umpire in a courteous and polite way.
5. Cooperate with your coach, and other players.
 - Verbal abuse of officials or other players, deliberately fouling or provoking an opponent and throwing/damaging equipment is not acceptable or permitted.
 - Treat all players, as you would like to be treated.
 - Ensure that at all times your behaviour is fair.
 - Be a patient and enthusiastic supporter of fellow players.
 6. Applaud all good play, by your own team and opponents.
 7. Be a responsible team member.
 - Always be on time.
 - Encourage and assist all players.
 - Attend all training sessions.
 - Ensure you always bring the appropriate uniform and equipment to training and/or matches.
 8. Do not engage in practises that affect sporting performance (alcohol, tobacco and drug use.)
 9. Respect and acknowledge the contribution of those who create the opportunity for you to play.
 - Volunteers (scorers, coaches, timekeepers, administrators and umpires).

Netball Victoria Senior Player Code of Behaviour

In addition to Netball Australia's General Code of Behaviour, as a player in any activity held by or under the auspices of Netball Australia, Netball Victoria, a Region, an Affiliated Association or an Affiliated Club you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Refrain from conduct which could be regarded as sexual or other harassment.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care and respect the uniform and equipment provided to you.
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. Maintain a high standard of personal behaviour at all times.
8. Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
9. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
10. Cooperate with coaches and staff in relation to programs that adequately prepare you for competition.
11. Do not engage in practises that affect sporting performance (alcohol, tobacco and drug use).

Netball Victoria Parent / Guardian Code of Conduct

In addition to Netball Victoria's General Code of Behaviour, as a parent/guardian of a player in any activity held by or under the auspices of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. If your child is interested, encourage them to participate in the appropriate netball activity. However, if your child is not willing to participate, do not force him or her. Remember, children are involved in organised activity for their enjoyment, not yours.
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 victory, so that the result of each game is accepted without undue disappointment.
4. Encourage your child to always play according to the rules.
5. Never ridicule or yell at a child for making a mistake or losing a game.
6. Remember that children learn best from example. Applaud good play by all players.
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. Support all efforts to remove verbal and physical abuse.
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 a model of good sports behaviour for children to copy.
11. Be courteous in communication with administrators, coaches, players and umpires. Teach children to do likewise.
12. Support the use of age appropriate development activities and modified rules.

Netball Victoria Coaches Code of Behaviour

In addition to Netball Victoria's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club and in your role as a coach of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club:

1. Treat all players with respect at all times. Be honest and consistent with them. Honour all promises and commitments, both verbal and written.
2. Promote a climate of mutual support among your players. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.

3. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
4. Involve the players in decisions that affect them.
5. Determine, in consultation with the players, what information is confidential and respect that confidentiality.
6. Provide feedback to players in a caring sensitive manner to their needs. Avoid overly negative feedback.
7. Refrain from any form of personal abuse towards your players. This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed toward your players from other sources while they are in your care. (Abide by Netball Victoria Member Protection Regulation).
8. Refrain from any form of harassment towards your players. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, and other condition. (Abide by Netball Victoria Member Protection Regulation).
9. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
10. Avoid situations with your players that could be construed as compromising.
11. At all times use appropriate training methods which will benefit the players and avoid those which could be harmful. Ensure that the tasks, trainings, equipment and facilities are safe and suitable for age, experience, ability and physical and psychological conditions of the players.
12. Ensure the players time spent with you are a positive experience. All players are deserving of equal attention and opportunities. Provide training and game opportunities that ensure everyone has a reasonable chance to succeed and to improve/acquire skills and develop confidence.
13. Actively discourage the use of performance enhancing drugs, alcohol, tobacco and illegal substance. (Abide by the Netball Australia Anti-Doping Policy).
14. Recognise individual differences in players and always think of the player's long-term best interests.
15. Set challenges for each player which are both achievable and motivating.
16. Respect the fact that your goal as a coach for the player may not always be the same as that of the player. Aim for excellence based upon realistic goals and due consideration for the participant's growth and development.

At all times act as a role model that promotes the positive aspects of sport and of netball by maintaining the highest standards of personal conduct and projecting a favourable image of netball and of coaching at all times.

17. Recognise your player's rights to consult with other coaches and advisers. Cooperate fully with other specialists (eg. sports scientists, doctors, physiotherapists etc).
18. Do not exploit any coaching relationship or information gained through Netball Victoria Programs, to further personal, political, or business interests.
19. Encourage players and coaches to develop and maintain integrity in their relationships with others.

20. Respect other coaches and always act in a manner characterised by courtesy and good faith.
21. When asked to coach, ensure that any previous coach- player relationship has been ended in a professional manner.
22. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules. Know and abide by netball rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules.
23. Be honest and ensure that qualifications are not misrepresented.
24. Make a commitment to providing a quality service to your players. Provide a training program that is planned and sequential. Maintain or improve your current NCAS accreditation, seek continual improvement through performance appraisal and ongoing coach education and be open to other people's opinion.

Netball Victoria Umpires Code of Behaviour.

In addition to Netball Australia's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by Netball Australia, Netball Victoria, a Region, an Affiliated Association or an Affiliated Club and in your role as an umpire appointed by Netball Victoria, a Region, an Affiliated Association or an Affiliated Club:

1. Treat all players with respect at all times.
2. Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring players play within the rules. Reasonable care consists of advising the players of illegal body movements, showing due diligence in detecting infringements and penalising rule breakers.
3. Place the safety and welfare of the players above all else. Although it is the responsibility of umpires to ensure that the playing conditions are safe, in the end it is the association's decision. If a court supervisor or equivalent is appointed and present at the match they would decide whether the game should commence or continue and deal with any emergencies relating to a safe environment or anticipate any foreseeable dangers and deal with it appropriately. If no such person is present, you should make a decision as to whether the match should commence or continue due to adverse conditions, safe environment or foreseeable dangers.
4. Umpires must be impartial and maintain integrity in their relationship with other umpires, players and coaches.
5. Avoid situations which may lead to a conflict of interest.
6. Be courteous, respectful and open to discussion and interaction.
7. Value the individual in sport. Ensure the players have the opportunity for discussion with you after the match.
8. Seek continual self-improvement through study, performance appraisal and regular updating of competencies. Maintain or improve your current badge level and seek continual improvement.
9. Encourage inclusivity and access to all areas of officiating. Aim for excellence based upon realistic goals and due consideration for growth and development.
10. Be a positive role model in behaviour and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of netball and umpiring at all times.
11. Refrain from any form of personal abuse towards players. This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed towards the players from other sources

while they are playing. (Abide by Netball Australia Member Protection Regulation/ Netball Victoria Charter).

12. Refrain from any form of harassment towards players. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, and other conditions. (Abide by Netball Victoria Member Protection Regulation).

13. Show concern and caution towards ill and injured players. You should enforce the blood rule and apply procedures regarding ill or injured players according to the rule book. Common sense must be applied in all cases.

Netball Victoria's Spectators Code of Conduct

In addition to Netball Victoria's General Code of Behaviour, as a spectator in any activity held by or under the auspices of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club, you must meet the following requirements in regard to your conduct during any such activity or event:

1. 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 upon their performance regardless of the game's outcome.
3. Respect the umpires' and coaches decisions. If there is a disagreement, follow the appropriate procedure in order to question the decision and teach children to do likewise.
4. Never ridicule or scold a player for making a mistake during a competition. Positive comments are motivational.
5. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires or parents/guardians.
6. Show respect for your team's coach, the umpire and opponents. Without them there would be no game.
7. Encourage players to play according to the rules and the official decisions, and develop your own knowledge of the rules.
8. Demonstrate appropriate social behaviour by not using foul language, and not harassing administrators, coaches, players or umpires.
9. Support the use of age appropriate development activities and modified rules.

Netball Victoria's Administrator Code of Conduct.

In addition to Netball Victoria's General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club. This also applies in your role as an administrator of Netball Victoria, a Region, an Affiliated Association or an Affiliated Club:

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 your legal responsibilities.
6. Develop a positive sport environment by allowing for the special needs of the players (especially children), by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Involve players in the planning, leadership, evaluation and decision making relating to the activity.
8. Ensure activities, equipment and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, lengths of games and training schedules should take into consideration the age, ability and maturity level of participating players.
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 a Code of Behaviour sheet to coaches, players, umpires, parents, spectators and the media.

Netball Victoria Cybersafety Policy

Policy Title: Cybersafety Policy

Policy Type: Operational

Authors: Susan McLean (Cyber Safety Solutions)

Angela Collins (Executive & Legal Advisor, Netball Victoria) Date Written: 25th July 2012 Approved: 1st August 2012

DEFINITIONS

“Affiliated Associations” means those entities which are affiliated members of Netball Victoria in accordance with Netball Victoria’s constitution.

“Affiliated Clubs” means a member of an Affiliated Association, which may include teams, clubs or organisations (howsoever described).

‘Cybersafety’ refers to the safe and responsible use of the Internet and ICT equipment/devices, including mobile phones.

‘ICT’ means Information and Communication Technologies.

‘ICT devices/equipment’ includes, but is not limited to, computers, desktops, laptops, PDAs, storage devices, USB and flash memory devices, CDs, DVDs, floppy disks, iPods, MP3 players, cameras, video, digital, webcams, all types of mobile phones, video and audio players/receivers, portable CD and DVD players, Gaming Consoles, and any other similar technologies as they come into use.

“Organising Body” means the organiser of a netball Tournament, Competition, Activity or Event including but, not limited to Netball Victoria, Affiliated Associations and Affiliated Clubs.

“Registered Member” means a person registered as a financial member of Netball Victoria who is therefore eligible to participate in a netball Tournament, Competition, Activity or Event conducted by an Organising Body. A Registered Member is subject to the Netball Victoria Competition Regulations.

INTRODUCTION

Netball Victoria has an obligation to maintain a safe physical and emotional environment for Officials, Affiliated Associations, Affiliated Clubs, Umpires, Coaches, Registered Members and Organising Bodies. This responsibility is not solely confined to the netball court.

Netball Victoria acknowledges that the Internet and ICT devices/equipment can bring great benefit to all users and to the effective operation of Netball Victoria and Organising Bodies; however, Cybersafety issues related to the use of Information and Communication Technologies (ICT) have the potential to have a negative impact upon all concerned.

Netball Victoria places a high priority on the acceptable use of ICT devices/equipment which will benefit members; however, it recognises that the presence in the sporting arena of these technologies may also facilitate anti-social, inappropriate, abusive, threatening and/or illegal behaviour and activities. Netball Victoria seeks to maximise the benefit of these technologies while at the same time minimising the dangers and managing the risks.

RESPONSIBILITIES UNDER THIS POLICY

Netball Victoria and Organising Bodies will implement and maintain rigorous and effective Cybersafety practices which aim to maximise the benefits of the Internet and ICT and allow for the effective operation of Netball Victoria and Organising Bodies, whilst minimising and managing any risks. Such practices will aim to maintain a cybersafe playing environment and address the needs of the Organising Bodies to receive education about the safe and responsible use of present and developing ICT.

WHAT IS CYBERBULLYING?

“Cyberbullying is a way of delivering covert psychological bullying. It uses information and communication technologies to support deliberate, repeated and hostile behaviour, by an individual or group that is intended to harm others.” (Belsey 2007)

Cyberbullying includes, but is not limited to, the following misuses of technology:

(a) harassing, teasing, intimidating or threatening another Registered Member by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or web site postings, irrespective of whether the post or message could be viewed by the wider public; and

(b) sending, receiving and/or possessing naked or sexually explicit images of a Registered Member.

Registered Members should:

(a) be aware that postings, comments and/or messages from their individual ICT account or mobile phone will remain the responsibility of the account owner unless the account owner can prove that their account had been accessed by an unauthorised person and by a method outside of their control;

(b) be vigilant about the security of their account(s) and take all reasonable steps to protect themselves, for example, not sharing passwords or allowing others to log on to their individual accounts.

(c) be aware that where a crime has been committed, they may be subject to a criminal investigation by Police over which the relevant Organising Body will have no control. This particularly applies to ‘sexting’ where the Registered Member is in possession of an inappropriate sexualised image of a person under the age of 18 years.

BREACHES OF THE POLICY

Netball Victoria takes seriously its responsibility in providing robust policy, guidelines and education for its members in relation to what is deemed acceptable and appropriate online behaviours.

The motto, crest, and/or logo of Netball Victoria or an Organising Body must not be used in any way which would result in a negative impact for Netball Victoria, the Organising Body or its members.

All Registered Members of Netball Victoria, whether playing or non-playing, have a responsibility to ensure that all online communications are kept within Netball Victoria's expectations in relation to appropriate and respectful interactions with any Official, Affiliated Association, Affiliated Club, Umpire, Coach, Registered Member and/or Organising Body.

Registered Members of Netball Victoria and/or any Organising Body must not:

(a) post or send inappropriate comments via the Internet or ICT about any Official, Affiliated Association, Affiliated Club, Umpire, Coach, Registered Member and/or Organising Body;

where:

I. if said in person during the conduct of a netball game, would result in disciplinary action being taken; or

II. such posting would be in breach of the Netball Australia Member Protection Policy:

a. Section 4 Code of Behaviour

b. Section 7 Policy Position Statements.

HOW TO DEAL WITH BREACHES OF THIS POLICY

Any Registered Member who feels that they have been the victim of such misuses of technology should save and store the offending material on their computer, mobile phone or other device.

If the content is of a sexually explicit nature, the Police should be informed immediately by the member (or parent in the case of a minor), followed by a report to the relevant Organising Body.

For all other instances of cyberbullying, the recipient and/or other person having knowledge of such behaviour, should print a copy of the material and immediately report the incident following the procedure listed below. The member affected should also report the abuse to the Internet site, if applicable, or the relevant telecommunications provider, in the case of mobile phone abuse.

PROCEDURE

All reports of cyberbullying and other online or mobile telephone harassment will be investigated fully and may result in a notification to Police where an Organising Body is legally obliged to do so. A notification to Police by an individual will not override an Organising Body's responsibility to fully investigate a complaint, if one has been lodged with the Organising Body, and such investigation will be conducted alongside any Police investigation.

A Registered Member may make a complaint relating to Cybersafety if the conduct the subject of the complaint occurred before, during or after a Tournament, Competition, Activity or Event arranged by an Organising Body.

A Registered Member may make a complaints under Netball Victoria's Competition Regulations, if the behavior the subject of the complaint occurred before, during or after a Tournament, Competition, Activity or Event arranged by an Organising Body.

A complaint may also be made under Netball Australia's Member Protection Policy or Netball Victoria's Member Protection Charter if the behavior the subject of the complaint is general in nature and/or ongoing and does not apply to a particular Tournament, Competition, Activity or Event arranged by an Organising Body.

PENALTIES

Under Netball Victoria's Competition Regulations, a proven charge of an online breach of code of conduct, as per this policy, may attract one or more of the following penalties:

(a) A warning;

- (b) A monetary fine;
- (c) Suspension;
- (d) Disqualification; and/or
- (e) Any other such penalty as the Hearing Officer or Hearing Panel considers appropriate.

APPEALS

A Registered Member may appeal a decision made under Netball Victoria's Competition Regulations.

Netball Victoria's Inclusion Policy

INTRODUCTION

Netball Victoria is committed to being an inclusive organisation, where everyone has the opportunity to participate at a level appropriate to their ability. Participation in netball has the power to unite communities, empower individuals and breakdown barriers. All individuals will be treated equally, with dignity and respect to ensure that all people experience a safe and inclusive netball environment.

PURPOSE

The Netball Victoria inclusion policy aims to set a standard of equality and diversity within Netball Victoria and its affiliates. It aims to promote principals of equality and ensure respect and diversity is intrinsic to netball culture.

SCOPE

This policy applies to Netball Victoria's board of directors, the executive management team, all staff members, the Melbourne Vixens athletes and support staff. This policy will also provide a clear policy framework for Netball Victoria's affiliated associations.

POLICY STATEMENT

Netball Victoria will endeavour to promote equality and diversity within all areas of the business. This will include but will not be limited to the promotion of netball to communities such as;

- Culturally and linguistically diverse (CALD)
- Indigenous
- Individuals with a mental illness and/or disability

In addition to the promotion of netball programs, Netball Victoria commits to ensuring the board of directors, staff and volunteers are educated in diversity, access and equity awareness and that Netball Victoria policies and practises are reviewed regularly to ensure they meet the needs of the Victorian community more broadly.

OBJECTIVE

Netball Victoria's inclusion policy will benefit the organisation and will result in the following outcomes;

- Increase and diversity in netball participation and membership
- A focus on equal outcomes for Victorians rather than equal output
- A more inclusive netball culture

RELATED DOCUMENTS

This policy compliments a number of existing documents including;

- Netball Australia's Indigenous Netball Policy
- Netball Australia's Disability Netball Policy