

Caloundra District Netball Association

CODE OF CONDUCT

2026

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Contents

1. Purpose	2
2. Scope	2
3. General Code of Behaviour	2
4. Administrator Code of Behaviour	2
5. Coach and Team Manager Code of Behaviour	3
6. Player Code of Behaviour.....	3
7. Parent / Guardian Code of Behaviour	4
8. Spectator Code of Behaviour	4
9. Reporting a Breach or Inappropriate Behaviour	5
10. Breaches and Inappropriate Behaviour.....	5

1. Purpose

- 1.01 At Caloundra District Netball Association (CDNA) we are committed to providing a safe, fair, inclusive and enjoyable netball community for all. This Code of Conduct sets clear expectations for behaviour to ensure that all participants can enjoy a respectful, supportive and positive environment, both on and off the court.
- 1.02 In addition to this Code of Conduct, CDNA adopts the [Netball Queensland Code of Conduct & Integrity Policy](#) and the [Netball Australia Code of Conduct Policy](#).

2. Scope

- 2.01 This Code applies to all CDNA members including players, coaches, officials, umpires, volunteers and committee members.
- 2.02 This code also applies to all non-member attendees including all spectators and families attending any CDNA activity, event or venue where this Code has been made reasonably available (including via the CDNA website, registration documents, signage or official communications).
- 2.03 This includes conduct at:
- (a) CDNA courts, venues and surrounding areas used for netball activities (including venues used by Affiliated Clubs for training purposes).
 - (b) Training sessions, games, carnivals, meetings, events and presentations.
 - (c) All forms of communication representing or associated with CDNA, including digital and online interactions.

3. General Code of Behaviour

- 3.01 The general code of behaviour applies to all members and non-member attendees at any CDNA activity.
- (a) Treat all people with respect, fairness and kindness.
 - (b) Act honestly, responsibly and with integrity.
 - (c) Be familiar, and comply, with the rules of netball, as applicable to your level of involvement.
 - (d) Support a safe, welcoming and inclusive environment.
 - (e) Role-model positive behaviour, especially around children.
 - (f) Respect officials, volunteers, coaches, players and spectators.
 - (g) Never engage in abuse, bullying, discrimination, harassment or violence.
 - (h) Raise issues through appropriate channels, not public criticism or social media.
 - (i) Look after CDNA facilities, equipment and reputation.
 - (j) Abide by all child-safety and Australian legal requirements.
 - (k) Comply with all CDNA policies, procedures and directions issued by CDNA Executive Committee member or authorised representatives.
 - (l) Understand that breaches of this Code may result in disciplinary action.
- 3.02 CDNA reserves the right to immediately remove from CDNA Grounds any person who, in the reasonable opinion of a CDNA Executive Committee member or authorised representative, has committed a serious breach of this Code of Behaviour.

4. Administrator Code of Behaviour

- 4.01 In addition to CDNA's General Code of Behaviour, administrators must comply with the following while acting on behalf of CDNA:
- (a) Act with honesty, fairness, professionalism and integrity in all interactions.
 - (b) Take responsibility for personal conduct, including language, behaviour, punctuality and presentation.
 - (c) Remain impartial, objective and unbiased at all times.
 - (d) Manage concerns and resolve conflict promptly through proper and established channels.

- (e) Understand and uphold all legal, regulatory and child safeguarding responsibilities.
- (f) Promote a positive environment that prioritises player wellbeing, inclusion, development and enjoyment.
- (g) Support opportunities for player voice, input and leadership where appropriate.
- (h) Ensure programs, facilities, equipment and schedules are safe, suitable and aligned with the age, ability and development needs of participants.
- (i) Champion fair play and ensure it is modelled and promoted across all areas of CDNA.
- (j) Provide and promote Codes of Conduct to participants, officials, parents and supporters to encourage shared behavioural expectations.
- (k) Protect the reputation of CDNA through accountable, transparent and ethical decision-making.
- (l) Handle sensitive information responsibly and maintain confidentiality where required.
- (m) Avoid any actions, statements or online behaviour that could bring CDNA into disrepute.

5. Coach and Team Manager Code of Behaviour

- 5.01 In addition to CDNA's General Code of Behaviour, all Coaches and Team Managers must comply with the following during any activity held by or attended by CDNA:
- (a) Operate within the rules and spirit of netball, promoting fair play, integrity and respect over winning at any cost.
 - (b) Create a supportive, safe and inclusive environment, ensuring all participants feel valued and respected regardless of gender, ability, cultural background, age or religion.
 - (c) Encourage skill development, learning and participation, providing opportunities that are suitable to an individual's age, ability and stage of development.
 - (d) Lead by example, demonstrating professionalism, self-control, courtesy and ethical conduct at all times.
 - (e) Respect and uphold the decisions of umpires, officials and administrators in the conduct of the sport.
 - (f) Promote the wellbeing and safety of athletes as the highest priority, ensuring training and competition environments are physically and emotionally safe.
 - (g) Avoid situations where a minor is alone with one adult in an unobserved setting, unless unavoidable, and only where protective practices are in place.
 - (h) Communicate positively and constructively, ensuring feedback is encouraging, supportive and respectful of individual development goals. Never use coarse language.
 - (i) Maintain appropriate professional boundaries, ensuring any physical contact is necessary, suitable and directly related to skill development or athlete welfare.
 - (j) Act with honesty and responsibility, including acting within the scope of qualifications and not misrepresenting coaching or managerial credentials.
 - (k) Do not engage in, encourage, or tolerate bullying, harassment, discrimination or any form of abusive behaviour.
 - (l) Not consume, possess or be under the influence of alcohol or other drugs at any time while participating in or attending CDNA activities, to ensure a safe, respectful and child-focused environment.
 - (m) Work cooperatively with athletes, families, officials and administrators, contributing to a positive culture across all levels of the association.

6. Player Code of Behaviour

- 6.01 In addition to CDNA's General Code of Behaviour, players must comply with the following during any activity held by or attended by CDNA:
- (a) Play netball because I enjoy it, want to improve and value being part of a team.
 - (b) Treat teammates, coaches, umpires, officials and opponents with respect.
 - (c) Play by the rules and accept umpire decisions calmly and respectfully.

- (d) Win with humility, lose with respect and show good sportsmanship at all times.
- (e) Attend training and games on time, prepared and in the correct uniform.
- (f) Communicate honestly about injuries, illness, availability or wellbeing.
- (g) Encourage and support my teammates and celebrate good play by all.
- (h) Avoid behaviour that harms others or the sport, including:
 - Swearing, bullying, harassment or discrimination
 - Fighting, aggressive behaviour or intimidation
 - Damaging equipment or facilities
- (i) Do not engage in substances and behaviours that negatively impact performance or safety (including alcohol, drugs, vaping or tobacco).
- (j) Take responsibility for my attitude, effort and actions, both on and off the court.
- (k) Follow the appropriate process for raising questions or concerns.
- (l) Be coachable, open to feedback and committed to improvement.
- (m) Help create a safe, inclusive and positive environment for all players.

7. Parent / Guardian Code of Behaviour

- 7.01 In addition to CDNA's General Code of Behaviour, Parents/Guardians must comply with the following during any activity held by or attended by CDNA:
- (a) Encourage my child to participate because they enjoy netball, not because of my expectations. Never force my child to play if they are not willing.
 - (b) Focus on effort, development and enjoyment, not just winning.
 - (c) Teach my child that trying their best is more important than the scoreboard.
 - (d) Encourage my child to play by the rules and show respect to everyone.
 - (e) Never criticise, yell at or ridicule any child for mistakes or losing a game.
 - (f) Applaud good play from both teams and promote positive sportsmanship.
 - (g) Respect umpires and coaches; if I have a concern, I will raise it privately and through the proper channels, not publicly or on social media.
 - (h) Support a sideline environment that is free from abuse, criticism, aggression or intimidation.
 - (i) Value and respect volunteers, umpires, coaches and officials who give their time to the sport.
 - (j) Model respectful behaviour and communication for all children to follow.
 - (k) Ensure my child attends games and training prepared, on time and in the correct uniform.
 - (l) Communicate courteously and constructively with coaches, team managers and CDNA representatives.
 - (m) Only take photographs in accordance with Netball Queensland's Photography and Social Media Policy, and with approval from both team managers or coaches.
 - (n) No video recording, live streaming, video calls or recording of any kind is permitted at any CDNA venue, training or match.

8. Spectator Code of Behaviour

- 8.01 In addition to CDNA's General Code of Behaviour, non-member attendees/spectators must comply with the following during any activity held by or attended by CDNA:
- (a) Cheer positively for all players and never coach, intimidate or criticise from the sideline.
 - (b) Respect umpires, officials, coaches and volunteers.
 - (c) Recognise that players (especially juniors) play for fun and development.
 - (d) Refrain from swearing, offensive comments or aggressive behaviour.
 - (e) Applaud good play from both teams and promote positive sportsmanship.
 - (f) Follow venue rules and respect facilities.
 - (g) Promote a safe and enjoyable environment for everyone.

9. Reporting a Breach or Inappropriate Behaviour

- 9.01 Any person who witnesses or experiences behaviour that may breach this Code of Conduct is encouraged to report the matter as soon as practicable. Reports may be made verbally or in writing.
- 9.02 Reports may be made to:
- (a) A CDNA Executive Committee member
 - (b) An authorised CDNA official on duty at the event
 - (c) A Club official or Team Manager (who must escalate the matter to CDNA as soon as practicable)
 - (d) The CDNA Member Protection Officer (MPO)
- 9.03 Reports should, where possible, include:
- (a) The name(s) of the person(s) involved
 - (b) The date, time and location of the incident
 - (c) A description of the behaviour
 - (d) The names of any witnesses
- 9.04 All reports will be handled sensitively, confidentially and in accordance with CDNA, Netball Queensland and Netball Australia policies, including child safety and complaint handling procedures.
- 9.05 Any victimisation, retaliation or intimidation related to a report or complaint may itself constitute a breach of this Code and result in disciplinary action.
- 9.06 Reports made under this Code may be managed informally or formally depending on the nature and seriousness of the matter. Where a report meets the threshold of a formal complaint, involves repeated or serious misconduct, or raises safeguarding or integrity concerns, it will be managed in accordance with either the CDNA Complaints & Grievance Handling Guidelines or Member Protection and Safeguarding Children and Young People Guidelines.

10. Breaches and Inappropriate Behaviour

- 10.01 Breaches of this Code may result in investigation and disciplinary action in line with CDNA, Netball Queensland and Netball Australia policies.
- 10.02 Consequences to breaches of the Codes of Behaviour
- (a) Any minor breaches may result in the person/s concerned being issued a reminder of the relevant Code of Behaviour and their affiliate Club may be notified of the breach.
 - (b) Any repeated minor breaches, or any breaches deemed as serious in nature, may result in an official warning being issued to the person/s concerned. This warning may be verbal and/or written, depending on the circumstances. Their affiliate Club is to be notified of the breach.
 - (c) Any serious breaches, or any repeated breaches after a warning has been issued, may result in immediate removal from CDNA Grounds and/or a suspension from CDNA activities and events for a specified period of time. This could be anything from one fixture round to the rest of the season, dependent on the seriousness of the breach.
 - (d) Any coaches, officials or players who are issued with a suspension will not be allowed to attend or participate in any CDNA games, activities or events during the period of suspension.
- 10.03 Discretion of the CDNA Executive Committee
- (a) Authorised CDNA officials or Executive Committee members on duty at an event may take immediate, temporary action to manage behaviour, ensure safety or preserve the integrity of the competition (including directing a person to leave the venue for the remainder of the day).
 - (b) Any disciplinary action beyond the immediate management of an incident (including formal warnings, suspensions or ongoing restrictions) will be assessed and determined in accordance with the CDNA Complaints & Grievance Handling Guidelines, including procedural fairness requirements.