



Great Britain Wheelchair Basketball Association

Codes of Conduct

These codes of conduct are intended as guidelines appropriate for all participants in the sport of Wheelchair Basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience.

Version January 2004.
This version replaces any copy dated previously.

Codes of Conduct

Executive Officers Code of Conduct

Executive Officer's are expected to:-

- Maintain neutrality and act fairly and without bias in all issues.
- Disclose all and any direct or indirect conflicts of interest (see GBWBA Conflict of Interest policy) in any matters being discussed or debated at meetings.
- Refrain from discussing delicate issues, or matters specifically identified by the Chairman as being confidential, with anyone outside of the current Executive Committee members.
- Preserve a unified stance within the Executive Committee on all matters and not voice any opposition or objection publicly outside of the assembly on any matter debated and voted on during E.C. meetings.
- Respect the views and integrity of all fellow Officers and never express privately or in public any prejudice or contempt towards any other fellow Officer's ability or opinion.
- Reply politely and honestly to any questions or correspondence received from members or outside agencies, where necessary stating any policy or decision of the Association agreed during Executive Committee meetings.
- Never discuss any issues relating to a disciplinary matter either privately or publicly with anyone outside of the current Executive Committee members.
- Never engage in gossip or idle talk on any matters falling within the jurisdiction of the Executive Committee or management of the sport of Wheelchair Basketball.
- Remember that they are seen to be representing the Association at all times and must maintain a demeanour fitting with this responsibility.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Administrators Code of Conduct

- Involve members in the planning, leadership, evaluation and decision making related to the activity.
- Ensure that equal opportunities for participation in basketball are made available to all regardless of ability, size, shape, gender, age, disability or ethnic origin within the rules of the GBWBA Leagues.
- Equipment and facilities must be safe and appropriate.
- Ensure that adequate supervision is provided by qualified and competent coaches and officials capable of developing appropriate sports behaviour and skills.
- Avoid allowing basketball programmes to become primarily spectator entertainment. Focus on the needs of the participants rather than the enjoyment of spectators.
- Provide clinics aimed at improving the standards of coaching and officiating, with an emphasis on appropriate sports behaviour and skills.
- Make available codes of conduct brochures to spectators, officials, parents, coaches and players.
- Do not engage in discrimination based on age, gender, race, ethnicity, national origin, religion, sexual orientation, marital status, disability, language, socio-economic status, and social strata.
- Assist in the creation of an environment where every individual has the opportunity to participate in Wheelchair Basketball.
- Create an environment free of fear and harassment
- Recognise the right of all athletes to be treated as individuals.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Players Code of Conduct

- Play by the rules and abide by the regulations of the GBWBA.
- Never argue with an official. If you disagree, have your captain, coach or manager approach the referee during a break or after the game in an appropriate manner.
- Control your temper. Verbal abuse of officials or other players, deliberately distracting or provoking an opponent is not acceptable or permitted in basketball.
- Work equally hard for yourself and for your team. Your team's performance will benefit, so will you.
- Be a good sport. Acknowledge all good plays whether they be by your team or the other team.
- Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player.
- Co-operate with your coach, teammates and opponents. Without them there would be no competition.
- Avoid use of derogatory language based on gender, race and impairment.
- Be a fair winner and good loser.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Coaches Code of Conduct

Coaches are expected to:

- Maintain association with the GBWBA through annual registration, licensing.
- Continue personal and professional growth, remaining current on new developments in the field through continuing education.
- Use their knowledge and professional expertise for the benefit of the people they serve.
- Respect the integrity, rights to confidentiality and protect the welfare of people they are working with.
- Avoid discrimination in all its forms.
- Read and implement good practice as laid down in the GBWBA Child Protection Policy. All persons working with or in contact with children and/or vulnerable adults will be subject to this policy.
- Create an environment free of fear and harassment
- Recognise the right of all athletes to be treated as individuals.
- Be aware of academic pressures placed on student athletes and be flexible in your conduct of training sessions and matches.

Coaches must demonstrate proper personal behaviour and conduct at all times:

- Constantly display high personal standards and project a favourable image of Wheelchair Basketball and of coaching.
- Must be fair, honest and considerate to athletes and others in their sport.
- Make a commitment to provide a quality service to athletes.
- Provide a safe environment that maximises benefits and minimises risks to athletes in achieving their goals.
- Ensure that all activities are suitable for the age, experience and ability of the athletes.
- Do not tolerate the use of performance-enhancing drugs.
- Educate athletes as to their responsibilities in contributing to a safe environment, and to do their best to ensure that all facilities and equipment meet safety standards.
- Consider the athlete's future health and well being as foremost when making decisions regarding an injured athlete's ability to continue competing or training, and to seek and respect professional medical opinions to serve as a basis for their decisions.
- Plan to be present at all practices and competitions and, when unable to attend, organize knowledgeable and safe supervision.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Coaches code of conduct continued...

- Contribute to the development of coaching as a profession by exchanging knowledge and ideas with others.
- Regularly seek ways of increasing professional development and self-awareness.

Coaches must develop a relationship with athletes (and others) based on openness, honesty, mutual trust and respect.

A coach should:

- Maintain all relationships with coaching staff and players will be maintained on a professional and confidential basis.
- Not engage in behaviour that constitutes any form of abuse or harassment (physical, sexual, emotional, neglect, bullying, etc.).
- They must take action if they have a concern about the behaviour of an adult towards a child by reporting any suspected cases of abuse according to the GBWBA Child Protection Policy.
- Direct Comments or criticism relative to performance and not the athlete.
- Strive to develop individual and team respect for the ability of opponents.
- Encourage athletes to accept responsibility for their own behaviour and performance in training, participation and competition.
- Observe the rules of the game and encourage athletes to adhere to the spirit of the rules.
- Comply with regulations concerning transfer of players.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Spectators Code of Conduct

Athletes are not playing for the entertainment of spectators. They are playing to the best of their ability, in the spirit of the game in as a professional manner as possible.

As a spectator you may be perceived as a supporter of a given club. Bare this in mind when making comments as the reputation of the club you are supporting has been earned and can easily be damaged.

Spectators should:

- Applaud good performances from each team. Congratulate all players regardless of the outcome.
- Respect the referee's decisions.
- Never ridicule or scold a player for making a mistake during competition. Be positive.
- Condemn the use of violence in any form, be it by spectators, coaches or players.
- Show respect for your team's opponents, without them, there would be no game.
- Encourage players to obey the rules and decisions of officials.
- Demonstrate appropriate social behaviour by not using foul language, harassing players, coaches or officials.
- Not use derogatory language based on gender, race or impairment.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Referees Code of Conduct

ADMINISTRATION

Referees should make every attempt to attend to officiating business effectively. In particular, they should:-

- Register at the appropriate time.
- Respond promptly to correspondence from the National Office, Event Organisers, Regional Co-ordinator (if applicable) and individual clubs.
- Confirm matches with club secretaries and maintain such commitments wherever possible.
- If unable to fulfil an appointment due to exceptional circumstances, inform the home club or organiser as soon as possible; in the case of league matches which are appointed centrally, it is also necessary to inform the GBWBA National/Regional Appointments Officer.
- For single matches, where non attendance may affect other referees, it is often desirable to inform the second named official. Where non-attendance may cause a particular difficulty – for example, where short notice is given, the referee must contact the relevant Appointments officer.
- Have a thorough knowledge of the relevant competition rules for every match.
- Submit match reports, where applicable, as soon as reasonably possible after a match.
- Pay proper attention to the noting of disqualification and penalty points, etc on the score sheet.
- In cases where a participant is disqualified from a match, make a full written report and forward immediately to the League Secretary.
- Claim and ensure prompt payment of the appropriate match fees and expenses, as laid down in the relevant competition regulations.

Course Organisers must ensure that Award Course and Upgrading Assessment procedures conform to current officiating guidelines in respect of proper notification, marking, submission of results/recommendations and all financial arrangements.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

MATCHES

Qualified referees are expected to referee in a totally unbiased manner, making all decisions based on the evidence presented and without reference to any incidents which may have occurred at an earlier date. They should at all times referee within the true spirit of the game, and not only to the simple letter of the laws.

Referees should arrive in due time, properly dressed in uniform, prior to a match so that the necessary check on equipment, facilities etc., can be affected.

During a game, the referee should deal with players and coaches showing respect, even in cases where this courtesy is not reciprocated.

It is a matter of personal style and preference what kind of social contact a referee chooses to have with players and coaches before and after a match; overt demonstrations of friendliness should not, however, leave a referee open to accusations of non-neutrality.

Heated exchanges with players, coaches or spectators – whatever the cause, and under any amount of provocation – are to be avoided at all costs. If disputes which seem likely to result in such exchanges cannot be avoided, every effort must be made to conduct such dialogue in private.

Under no circumstances should a referee participate in an official match, in any capacity, whilst under the influence of alcohol or any other prohibited drug.

The standard of behaviour required of referees by the Great Britain Wheelchair Basketball Association is rightly higher than that expected of other participants;

REGULATORY PROCEDURES

All complaints, comments and reports relating to the behaviour and performance of qualified referees should be made, in writing, to the League Secretary.

Complaints should be categorised under the headings; proficiency, bias and behaviour.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Proficiency

The first report received concerning the competence of a referee is filed and remains current for the remainder of the season in progress. No action is taken. If no further reports are received during the same season, the initial complaint is removed from the current records and will not normally be relevant to any future complaint.

If a second report is received, concerning a separate incident, the matter may be referred to the Disciplinary Sub-committee, who may decide either to take no further action or to write a warning letter to the referee concerned; in the latter case, it may be decided to make an entry on the referee's file, although this will not be done without first consulting the referee and giving an opportunity to comment on any complaints which may have been received.

For the third and subsequent reports, the referee must be contacted and informed that the matter is being referred to the Disciplinary Sub-committee. They must be asked for any written or verbal submission which he/she may wish to make. Arrangements will be made to offer advice and support to the referee by an appropriate officer, and to have performance assessed impartially. On completion of this process, the Disciplinary Sub-committee may decide to:-

- Take no further action.
- Take no further action, but monitor future performance.
- Recommend attendance at an appropriate referee clinic.

Bias

Allegations of bias, either against individuals or against clubs/teams, will be treated most seriously by the League Secretary; for this reason clubs are advised to consider carefully before making such accusations against a referee, and honest efforts should be made to distinguish between a claim of non-neutrality and one of lack of proficiency.

All such reports will be referred to the Disciplinary Sub-committee; where any action is deemed to be appropriate, full written reports will be required from all other participants, including opposing team, other officials etc., for the match in question.

Should it be decided that a club have made spurious and unsubstantiated allegations against a referee under this heading; the League Secretary reserves the right to refer the matter to the Disciplinary Sub-committee for its attention and possible action.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Behaviour

Reports from any source – players, coaches, officials, and spectators or outside agencies with a relevant interest – which allege breaches of the Referee Code of Conduct, will be referred initially to the League Secretary for analysis. Written reports will be requested from other involved parties and witnesses, with a specific deadline for response; all such submissions will be treated in confidence. The League Secretary will collate this information and pass this over to the Disciplinary Sub-committee.

For minor violations of the code, the Disciplinary Sub-committee may decide upon:-

- A warning letter advising as to future conduct.
- A request for written apology to any injured party.
- The levy of a fine.
- Withdrawal of appointments or loss of status.

For major violations of the Code (or repeated minor breaches, having received a warning), the League Secretary will refer the matter to the Disciplinary Sub-committee of the Great Britain Wheelchair Basketball Association. Individual referees will have the right of appeal against sanction in accordance with the appeal procedure.

GENERAL CONDUCT

Any statements/comments made 'on the record' or articles written for the intended purpose of publication, by referees whilst acting in this capacity, should not be of a controversial nature or phrased in such a way as to be deemed likely to cause offence or be detrimental to the reputation of others; in case of doubt, clarification should first be obtained by reference to the GBWBA Office.

Comments made at wheelchair basketball events, privately between referees (or by referees to others) should be inaudible to those not involved in the discussion; this applies particularly to comments relating to the competence, performance or behaviour of fellow referees.

Under no circumstances should referees, unless acting in a privileged capacity (such as commissioners, officers, staff members, etc.) make derogatory public statements concerning the performance of colleagues and other participants, except where such comment is expressly required by the GBWBA, or is made in the presence of the referee concerned.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

There is no desire on the part of the GBWBA to infringe upon the individual personal liberty of referees to attend, spectate and enjoy wheelchair basketball matches; indeed, referees are encouraged to support the game in this way. However, the shouting of loud abuse or unwarranted advice, or the deliberate distraction and heckling aimed at participants during a game – although not an offence under any competition rules - could, under certain circumstances, constitute a violation of the Referees Code of Conduct.

When officiating abroad, or at national/international events as a representative of the Great Britain Wheelchair Basketball Association, referees must act at all times in such a way as to bring neither the Association, nor fellow referees into disrepute. Any referee invited to officiate outside Great Britain should inform the GBWBA Office in advance.

Registered referees may not participate, in any capacity, in unofficial or 'pirate' leagues which are not sanctioned by the Association or IWBF. Similarly, referees should not accept invitations to officiate in leagues, tournaments or events which operate in contravention of the Association's or IWBF's policies on unacceptable sponsorship.

The Association is committed to equality of opportunity for all individuals, without reference to racial or cultural background. Any referee deemed to have caused an offence, either by written or verbal communication or via any public action or demonstration, will be disciplined according to the most serious breach of the Code of Conduct.

Referees must continuously be aware of the educational role in the promotion of wheelchair basketball as both a participant and spectator sport; this aspect is an important addition to the role of impartial arbitrator. The GBWBA believes that referees who set high standards of personal behaviour can act as examples for both less experienced colleagues and other participants to follow; at all times in their dealings with other parties, referees should demonstrate courtesy, politeness and respect, and must at all times avoid actions which could bring discredit to the reputation of referees in general.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Referee - Code Violations

Category A – 'Administrative Inefficiency'

- A1** Failure to register before the end of August in the registration year.
- A2** Failure to meet correspondence deadlines from the League Secretary, National Office, event organisers and Referees' Appointments officer.
- A3** Withdrawal from refereeing commitment, without an acceptable reason.
- A4** Failure to inform the Appointments Officer of a change to league appointments.
- A5** Late submission of league match reports to League Secretary.
- A6** Failure to submit a written report following expulsion or disqualification.
- A7** Failure to report serious defects or dangerous equipment at official matches.
- A8** Late arrival at official matches, without an acceptable reason.
- A9** Acceptance of an invitation to officiate outside of Great Britain without informing the GBWBA Office.
- A10** Failure to wear acceptable uniform for all refereeing appointments.

Category B – 'Conduct unbecoming a referee'

- B1** Repetition of Category A code violations, during the same season.
- B2** Failure to notify the Appointments Officer and home club immediately, on becoming unable to meet agreed commitment.
- B3** Failure to referee within the true spirit of the game.
- B4** Failure to demonstrate due respect during matches to players, coaches and officials.
- B5** Issuing of public statements, or articles written for publication, which are deemed likely to cause offence or be detrimental to the reputation of others.
- B6** Making derogatory public statements on the competence of colleagues or others.
- B7** Failure to maintain confidentiality, or unauthorised disclosure of information.

Category C – 'Bringing Referees into Disrepute'

- C1** Repetition of Category B code violations, during the same season.
- C2** Non-arrival at a match without informing club, having accepted appointment.
- C3** Failure to officiate in manner which is totally impartial and without reference to any incidents which have occurred at an earlier date.
- C4** Engaging in heated exchanges with players, coaches, administrators, event organisers, spectators, referees and other officials.
- C5** Bringing the Great Britain Wheelchair Basketball Association into disrepute in any way.
- C6** Acting in such a way as to lower the professional standing of referees in wheelchair basketball.
- C7** Officiating in unofficial matches/leagues not sanctioned by the Association or IWBF.

Category D – 'Gross Misconduct'

- D1** Repetition of the Category C code violations, during the same season.
- D2** Officiating in a manner which is clearly biased.
- D3** Participating in an official match, in any capacity, whilst under the influence of alcohol or any other prohibited drug.
- D4** Discrimination, or malicious comments or actions which cause offence based upon the sex, race or cultural background of wheelchair basketball participants.
- D6** Abusive, obscene, aggressive or violent gestures, comments or actions.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Parents/Teachers Code of Conduct – Junior Programme

Parents/ Teachers should:

- Encourage children to participate if they are interested. If they are not, don't force them.
- Focus on playing the game, reducing the emphasis on winning.
- Teach children that an honest effort is as important as victory, so that the result of each game is accepted without undue disappointment.
- Encourage children to always play by the rules.
- Do not criticise children in front of others, but reserve constructive criticism for more private moments.
- Remember children are involved in sport for their enjoyment, not yours.
- Remember a child learns best by example. Applaud good play by all teams.
- Accept decisions of all referees as being fair and called to the best of their ability
- Do not raise issues of disagreement publicly.
- Do not criticise opposing team members or supporters by word or gesture.
- Set a good example by your own conduct, behaviour and appearance.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Avoid use of derogatory language based on gender, race or impairment.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

National Squads Code of Conduct

The code advises players and staff of all National squads on the correct conduct expected of them when on international duty or Association business. It includes general behaviour guidelines, specific advice to players and staff as well as stating the complaint and appeal procedure.

It must be remembered that representing the Association on international duty is a privilege. Any member so entrusted, in whatever capacity, is seen as an ambassador not only for the Association but also for the country as well. As such, their behaviour must be beyond reproach at all times.

International Basketball is dependent on the relationship between national Associations. This is built up over a long period and is affected by the image portrayed by a squad. This image is in turn built up from that of each individual squad member. The relationship between Associations may be strengthened by a squad with a positive and appropriate image, irrespective of playing results. Equally well, a squad with a slovenly, sullen or otherwise inappropriate image damages the relationship.

General Behaviour

Almost by definition, international duty means travelling, training and rooming together over long periods of time. This exerts stress on all squad members and the situation is often exasperated by other factors. For example tiredness, hunger, last minute complications and unforeseen changes of plan. Despite this, all squad members are expected to:

- Dress appropriately, including wearing correct uniform, both on and off court when requested.
- Fulfil their duties to the best of their ability.
- Always be punctual.
- Remain cheerful and tolerant.
- Contribute productively to the squad's image.

Players must:

- Behave in a reasonable and sensible manner, on and off court
- Take pride in their appearance
- Act in a sporting manner and show respect for their opponents
- Respond positively to the instruction of staff and referees
- Show respect and care for the equipment and facilities
- Take time to learn the rules of the game

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Players must not:

- Behave aggressively towards anyone e.g. opponents or officials
- Over-react in self-congratulation
- Applaud mistakes by opponents
- Query decisions by match officials (only the captain may do this)
- Drink alcohol unless permitted by the Head Coach

Players are expected to assist the staff by carrying out any reasonable task that may be specified e.g.

- Maintaining vigilance over equipment in transit
- Having a valid passport and obtaining specified visas
- For juniors under the age of 18 years, ensuring parental consent forms are signed

In addition to fulfilling the normal responsibilities of a player, the captain is expected to set a higher standard and act as an example for other squad members to follow. He/she must liaise between players and staff and has authority in the absence of staff. He/she may be called upon to represent the squad at official functions e.g. collecting awards and making acceptance speeches.

Staff

The actual make up of staff in a squad may vary but in its broadest terms the following areas of responsibility apply:

Coach

- Selection, training, playing and competitive direction of the squad
- Monitoring the conduct of players in training and matches
- If applicable, assigning tasks to assistant coaches
- Scouting other teams

Manager

- All non-playing aspects of the programme e.g. travel and accommodation arrangements
- Player conduct outside the playing environment

Medical

- Medical supervision of the squad
- Advising the coach on medical matters

Referee

- Fulfilling any refereeing tasks that the squad may be assigned

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.

Head of Delegation

- Representing the Association at formal events
- Liaising with the squad and the Association

These responsibilities are in addition to those outlined in section 2 General Behaviour and to those outlined to staff in their contracts with the Association or otherwise specified.

Complaint and Appeal Procedures

The Chairman of the National Team Sub-Committee considers complaints concerning any squad or squad member from any source. In the case of complaints against a coach or referee, the Chairman of the National Team Sub-Committee may decide to pass the complaint onto the appropriate Committee for consideration against their code of conduct.

If appropriate, written reports may be requested from other involved parties and witnesses with a specific deadline for response; all such submissions will be treated as confidential.

For minor violations of this Code, the Chairman of the National Team Sub-Committee may decide upon:

- A warning letter advising as to future conduct
- A request for written apology to any injured party
- The levy of a fine
- Withdrawal of squad membership

The Chairman of the National Team Sub-Committee will refer major violations of this Code (or repeated minor breaches following a warning) to the Disciplinary/Disputes Committee of the Great Britain Wheelchair Basketball Association

The Association is committed to equality of opportunity for all individuals, without reference to their sex or their racial, religious or cultural background. Any squad member deemed to have caused an offence, either by written or verbal communication or via any public action or demonstration, may be disciplined as for a major violation of this code.

All parties have the right of appeal against sanctions imposed by the Chairman of the National Team Sub-Committee or the Disciplinary/Disputes Committee. Any such appeal should be made to the Disciplinary/Disputes Committee in writing within 14 days of notification of the sanction.

These codes of conduct are intended as guidelines appropriate for all participants in the sport of basketball. These codes are guides within which each participating group should endeavour to operate to improve the basketball experience specifically for juniors, but also for all participants in general.