



# Gladstone Netball Association

Memorial Park, Side Street | Gladstone, QLD 4680  
(PO Box 982)

## Gladstone Netball Association – Code of Conduct Adherence Policy

Effective Date: 17.06.2025 Reviewed By: GNA Executive

### 1. Purpose

To uphold a safe, respectful, inclusive, and fair environment by ensuring all members of the Gladstone Netball Association adhere to the values and expectations outlined in the Netball Queensland and Netball Australia Codes of Conduct.

### 2. Policy Statement

GNA is committed to fostering a positive netball culture where respect, integrity, and fairness are at the heart of all activities. All stakeholders must demonstrate behaviour that aligns with the core principles of the Netball Australia and Netball Queensland Codes of Conduct, including but not limited to:

- Respect for others and for the game
- Integrity in conduct both on and off the court
- Responsibility for personal actions
- Fairness, equity, and inclusivity in participation

This applies across all roles—from players and coaches to spectators and committee members.

### 3. Expected Standards of Behaviour

All members and participants must:

- Familiarise themselves with and abide by the current Netball Queensland and Netball Australia Codes of Conduct, available at:
  - **Netball QLD Code of Conduct and Integrity**
  - **Netball Australia Code of Conduct**
  - **Gladstone Netball Association Website**
- Treat all participants, officials, and spectators with dignity and courtesy.
- Abstain from discrimination, harassment, abuse, bullying, and misconduct.
- Accept decisions made by match or event officials with respect and sportsmanship.
- Lead by example—particularly in coaching, officiating, and leadership roles.
- Refrain from using social media or communication platforms to damage the Association's reputation or that of others.

### 4. Breaches and Disciplinary Action

Any breach of the Code of Conduct will be taken seriously and addressed in accordance with the GNA Disciplinary Policy. Actions may include:

- Verbal or written warnings
- Suspension from matches or events
- Removal from leadership positions
- Referral to higher governing bodies (e.g., Netball QLD Tribunal) if necessary

The Management Committee reserves the right to investigate incidents and implement corrective actions promptly and fairly.



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## **5. Reporting Misconduct**

Any concerns or breaches must be reported in writing to the GNA Secretary or designated committee member. Anonymous reports will be considered but must include enough detail to investigate appropriately.

## **6. Policy Review and Education**

This policy will be reviewed annually and communicated to all clubs and representatives prior to the start of the season. GNA will support ongoing education and awareness through induction, newsletters, and team briefings.