

# INDOOR NETBALL FEDERATION OF QUEENSLAND INC.,



## POLICY DOCUMENT, CODE OF CONDUCT & INFQ MEDIA POLICY



For INFQ STATE **PLAYERS**

**THIS DOCUMENT IS TO ALSO INCOPORATE YOUR  
COMMITMENT/OBILAGTION TO ALL INA HOSTED EVENTS**

# INDOOR NETBALL FEDERATION OF QUEENSLAND INC

## POLICY DOCUMENT

### **\*PLEASE NOTE THAT THIS DOCUMENT IS NOW COMBINED TO INCLUDE THE I.N.A. CODE OF CONDUCT POLICIES\***

This policy document has been designed to provide all State Indoor Netball Coaches, Managers, Selectors, **Players** and Sport Trainers/Physiotherapists with a comprehensive guide to their respective roles and responsibilities when selected for Queensland.

Queensland has an exemplary history at National Championships. On the court we have been competitive and disciplined - off the court we are renowned for our excellent behaviour and conduct.

This policy document reflects the attitude of Indoor Netball Federation of Queensland's Management Committee to the ongoing commitment to increasing professionalism within the sport.

It is the intent of this document to provide coaches, managers, selectors and **players** with clear statements and directions regarding their roles and responsibilities to ensure optimal performance both on and off the court.

Alterations to this policy document may be made:

- Subject to written notification to the Indoor Netball Federation of Queensland Management Committee advising a 'requirement to alter'. This will be tabled at a by-monthly Management Meeting.

#### **Period of Appointment:**

This policy shall apply to all INFQ officials and **players** from their time of appointment or selection until such time as they are replaced or for such period as may be set by INFQ/INFA.

#### **Non-Discrimination:**

All INFQ officials & **players** will ensure that they do not discriminate against any persons with whom they deal on the basis of Age, Sex or Race.

#### **Public Comment:**

No INFQ official or **player** shall supply any information to the media or to any person for the purpose or use of the media, nor grant any interview to the media relating to matters of INFQ policy without prior approval from INFQ.

#### **Personal Conduct:**

INFQ officials and players shall at all times conduct themselves with propriety and decorum and refrain from any conduct that is prejudicial to their team, other officials, players or INFQ/INA. No official should misuse their position of trust to exert improper influence on players or officials, in any manner, particularly by way of selection including attempts to induce players to change clubs.

INFQ/INA abide by and will enforce a "NO ALCOHOL" & "NO SMOKING" policy.

#### **Accommodation:**

At the accommodation, no family, friends or partners are permitted to stay where the INFQ state teams are staying. If you partner is in the same team, you will be placed in separate rooms.

#### **COMPULSARY – Blue Card for all Officials**

Any official who has contact with juniors under the age of 18 **are required** to hold Blue Cards as required under the State Legislation.

## Results Standards

As a direct result of this policy, all State Teams are subject to standards directly related to:

- \* Team harmony
- \* Training attendance must be adhered to, otherwise good reason must be given as to why you should not be asked to leave the team
- \* Competition – Coaches digestion who players are on court
- \* Conduct and discipline
- \* Transport
- \* Accommodation
  - a) No partners in same rooms
  - b) No parents, friends, family are permitted at accommodation
  - c) Damages to apartments/contents shall be paid by persons in that room
  - d) Permission must be granted by Tour Director to leave accommodation outside of normal tour circumstances
- \* Uniforms
- \* Anyone who deems another person not abiding by the Code of Conduct/Policy document is to **immediately** report it to the INFQ Operations Manager or Tour Director

## Results Analysis/Written Report

At the completion of the representative commitment, the coach and manager shall each, within 2 weeks:

- \* **Submit a written report discussing:-**
  - . Problems experienced with accommodation, transport, uniforms, player attitudes and performance
  - . Analysis of team performance
  - . Analysis of individual performances
  - . Recommendations for improvement in regard to administrative or specialised training support

Indoor Netball Federation of Queensland's Management Committee will as a result of the submission of these reports:

- . Regard all reports as confidential
- . Consider recommendations for improvement
- . Promote the raising of playing and training standards

## Penalties:

Any contravention of this policy must be reported to the INFQ Operations Manager or any INFQ/INA Team Official present at the time. Upon receipt of a complaint an official must contact the INFQ Operations Manager who will convene a tribunal of suitable officials to investigate the allegations of misconduct. -  
\*/9+9+3

/1+

### 1. **Branding and Intellectual Property (IP):**

It is important that any trademarks belonging to INFQ are not used in personal social media applications, except where such use can be considered incidental – (where incidental is taken to mean “happening in subordinate conjunction with something else”). Trademarks include:

- INFQ, member centres and/or member's logos;
- Images depicting INFQ / members (defined), and/or equipment, except with the permission of those individuals;
- Other INFQ or member centers imagery including colours, emblems and/or uniforms.

### 2. **Official INFQ blogs, social pages and online forums:**

When creating a new website, social networking page or forum for INFQ use, care should be taken to ensure the appropriate written consent to create the page or forum has been granted.

Similarly, appropriate permission must be obtained for the use of logos or images. **Images or pictures of children (minors under the age of 18 years) may not be replicated on any site without written permission of the child's parent or guardian.** This also includes names, address, performances or any personal details concerning the individual.

For official blogs, social pages and online forums:

- Posts must not contain, nor link to, pornographic or indecent content;
- Some hosted sites may sell the right to advertise on their sites through 'pop up' content which may be of questionable nature. This type of hosted site should not be used for online forums or social pages as the nature of the 'pop up' content cannot be controlled;
- INFQ / members (defined) should not use online pages to promote personal projects:
- All material published or used must respect the copyright of third parties.

**3. Consideration towards others when using social networking sites:**

Social networking sites allow photographs, videos and comments to be shared with thousands of other users. It should be recognized that it may not be appropriate to share photographs, videos and comments in this way. For example, there may be an expectation that photographs taken at a private function or activity will not appear publicly on the internet. In certain situations, this could breach the privacy act or inadvertently make the sport liable for breach of copyright.

Be considerate to others in such circumstances, information should not be posted unless consent has not been sought and given. Information, images etc. must be immediately removed about another person if that person asks them to do so.

- a. Under no circumstance should offensive or derogatory comments be made about INFQ / members (defined), online.

**4. Breach of Policy:**

- a. Detected breaches of this policy should be reported immediately to INFQ.
- b. If detected, a breach of this policy may result in disciplinary action in accordance with the INFQ's complaints handling systems.
- c. Penalties may include but not limited to – suspension, suspension from play, suspension from all INFQ tournaments etc. depending on the circumstances.

**5. Consultation or Advice:**

This policy has been developed to provide guidance for INFQ members (defined), members, member centers, officials and volunteers. Anyone who are unsure of their rights, liabilities or actions online and are seeking clarification should contact the INFQ, as per below.