



Netball Australia

CODE OF CONDUCT FOR COMMUNITY

NETBALL

1 February 2026

NETBALL AUSTRALIA CODE OF CONDUCT FOR COMMUNITY NETBALL POLICY

In the spirit of Reconciliation, Netball Australia acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of this ancient unceded land where we live, work and play netball on.

We honour the continuing cultures, languages, and heritage of Aboriginal and Torres Strait Islander peoples whose cultural, spiritual, and ancestral connections to the lands, sky, and waters has endured since time immemorial.

We pay our respects to Elders past and present, and we acknowledge and value the significant and continuing contributions Aboriginal and Torres Strait Islander peoples make within our community.

Netball Australia is committed to Reconciliation. We acknowledge the need to reflect on our shared history in order to build a vision for a reconciled and prosperous future for all within our sport. One built on mutual respect, equity, authentic collaboration, and genuine truth-telling.

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A. Purpose

Netball Australia (**NA**) and the Netball Organisations are committed to promoting and strengthening the positive image of Netball in Australia and to ensuring that everyone in Netball feels safe and included and is treated with respect, dignity and fairness.

This Code of Conduct for Community Netball (**Code**) sets out the standards of behaviour that are expected of all Affiliates and Relevant Persons in our sport - including those individuals that are registered with a Member Organisation such as players, umpires, coaches, administrators and volunteers, as well as parents and spectators – whether in-person or online.

NA acknowledges that Social Media and digital communications are a valuable tool for all persons involved in the sport to connect, interact, share, learn, promote and communicate. However, when used inappropriately, Social Media has the potential to cause harm to the careers, reputations or health of those involved with Netball and can impact the integrity and image of Netball Organisations and NA.

Alongside 25 other major sporting organisations, NA signed the [Online Safety Statement of Commitment](#). This initiative supports the work of the eSafety Commissioner to ensure the online safety of all Australians - including everyone involved in Netball, from the community game to the elite level.

This Code forms part of the [Netball Integrity Policies](#). However, where a provision in this Code is inconsistent with any provision of another Netball Integrity Policy, the Netball Integrity Policy shall prevail to the extent of that inconsistency.

This Code shall come into full force and effect on the Effective Date.

It is the responsibility of all Affiliates (which includes Associations, Clubs and Leagues¹) and Relevant Persons (other than Participants, as applicable) to read, understand, abide by and acknowledge this Code, to embody the Expected Behaviours and not engage in any conduct that may be deemed Prohibited Conduct.

B. Scope and Exclusions

This Policy applies to all Affiliates and Relevant Persons, except for Participants who are instead subject to the [Code of Conduct](#).

For the avoidance of doubt, this Code does not apply to SSN Clubs.

All Relevant Persons and Affiliates must comply with this Code at all times. This includes but is not limited to:

- a) When interacting with another Relevant Person, Affiliate or Netball Organisation or their employees, contractors, volunteers and representatives;
- b) When interacting with other Relevant Persons, Affiliates or a Netball Organisation in their official capacity;
- c) When engaging in Activities related to their membership or standing as a Relevant Person or Affiliate; and/or
- d) Where a direct connection exists with any Netball Activity, Affiliate or Netball Organisation, including through participation, attendance, or Social Media conduct.

For the avoidance of doubt, the Expected Standards of Behaviour under clause 1 of this Code, apply to conduct and alleged Prohibited Conduct occurring in-person or via Social Media.

This Code does not apply to any of the following:

¹ For the avoidance of doubt, 'League' includes joint sporting leagues where netball is a component, i.e. Football & Netball Leagues.

- a) Conduct or interaction/s that, whilst may be related to a previous incident of Prohibited Conduct, is no longer directly related to Netball or a Netball Activity, even if such conduct or interaction/s would otherwise be Prohibited Conduct²;
- b) Conduct or interactions (including those on Social Media) involving one or more Relevant Person/s or Affiliate/s that are not directly related to Netball or a Netball Activity³;
- c) Where the Affiliate, upon receipt of the allegation of Prohibited Conduct of this Code, determines in its absolute discretion, that the alleged Prohibited Conduct is better addressed under another policy, code, rule/s or guideline/s of the Affiliate, Netball Organisation or Netball Australia (as the case may be), or is better addressed by another organisation;
- d) Disputes that occur in-play or disciplinary matters;
- e) Any allegation/s, complaint/s or information:
 - i. that is a Personal Grievance;
 - ii. that is mischievous, vexatious or knowingly untrue;
 - iii. where the person the subject of the allegation is not a Relevant Person or Affiliate and/or was not bound by the Code or any other Netball Integrity Policy at the time the alleged Prohibited Conduct occurred;
 - iv. that does not refer to a breach of the Code; or
 - v. that constitutes a Protected Disclosure.

The laws of the Commonwealth, or a State or Territory, always take precedence over the Code and must be complied with in the first instance. This Code does not prevent the referral of alleged Prohibited Conduct or criminal activity to law enforcement.

If alleged Prohibited Conduct is the subject of a Protected Disclosure in relation to Netball, it will be dealt with under the Relevant Organisation's Whistleblower Policy (if applicable).

C. Definitions

Defined terms not otherwise defined in this Code have been defined in, and have the meaning given to them in the Netball Australia Complaint & Disciplinary Policy

Capitalised words in this Code are defined terms that have the following corresponding meaning:

Activity means a netball contest, Match, competition, tournament or tour, committee meetings, event (which for the avoidance of doubt includes any awards presentation, season launch, and other events or assemblies conducted by NA or a Netball Organisation), or activity, including training, whether on a one-off basis or as part of a series, league or competition, sanctioned or organised by NA or a Netball Organisation, whether that Activity occurs in Australia or overseas.

Affiliate means:

- a) **Associations**, which means any netball association that is not a Netball Organisation that conducts Activities and is affiliated to a MO;
- b) **Clubs**, which means any netball club that is not a Netball Organisation that enters a team to participate in an Activity and is affiliated to an Association and/or MO;
- c) **Authorised Provider**, which means any non-MO authorised to conduct Activities sanctioned by NA or a Netball Organisation, including Leagues;

² For example, two Relevant Persons engaging in a verbal argument at a shopping centre, or two Relevant Persons sending abusive social media messages to each other, in circumstances that have no direct link to Netball.

³ For example, where a Relevant Person allegedly breaches this Code by Physically Abusing another Relevant Person at a Match, but Personal Grievance(s) between the two arise or otherwise continue in relation to issues not directly related to Netball, such as inappropriate conduct on Social Media where there is no direct or apparent link to Netball.

- d) any other netball organisation (excluding SSN Clubs) who has agreed to be bound by the Policies and has notified NA or an MO in writing.

Affiliate Person means any Individual Member that is registered with an Affiliate.

Child or Children means a child or young person, or two or more children or young persons, who is or are under the age of 18 years.

Constitution means NA's Constitution dated 12 May 2021 or as amended or replaced from time to time.

Match means a netball match of any format and duration in length in which two netball teams compete against each other, played anywhere in the world.

Match Delegate/Technical Official/Match Official means any person holding that role, from time to time, in respect of any Match.

Member means a member of NA or a MO under its constitution, including:

- a) each MO;
- b) any Affiliate that is a member of an MO;
- c) **Individual Members**, which means individuals who are registered with an MO.

MO means each of the NA member organisations, being:

- a) ACT Netball Association Incorporated;
- b) The New South Wales Netball Association Limited;
- c) Netball NT Incorporated;
- d) Netball Queensland Limited;
- e) South Australia Netball Association Incorporated;
- f) Tasmania Netball Association Incorporated;
- g) Victoria Netball Association Incorporated; and
- h) Netball WA (Incorporated).

NA means Netball Australia Limited.

Netball means the sport of netball, as governed by NA and WN from time to time, and a reference to Netball means collectively NA, Netball Organisations and Affiliates.

Netball Integrity Policies means:

- a) Safeguarding Children and Young People Policy;
- b) Member Protection Policy;
- c) Code of Conduct for Community Netball;
- d) Competition Manipulation and Sports Wagering Policy for Elite Programs;
- e) Competition Manipulation and Sports Wagering Policy for Community Netball;
- f) Sports Medicine Policy for Elite Programs;
- g) Sports Medicine Policy for Community Netball;
- h) any other NA policy deemed by NA to be a Netball Integrity Policy, notified to the Netball Organisations and made available on the NA website from time to time.

Netball Organisation means each MO and SSN Club.

NA General Manager – Legal & Integrity means the person holding that position at NA from time to time, including any person acting in that position.

Non-Member Person means:

- a) any parent or guardian of an Individual Member or Participant; and/or
- b) any person attending or associated with an Activity.

Official includes Match Delegates, Technical Officials, Match Officials, Umpires and Umpire Support Personnel.

Participant has the same meaning as defined in Netball Australia's [Code of Conduct](#).

Personal Grievance means any type of interpersonal conflict or dispute, including on Social Media, between two or more people (including individuals and body corporates) that:

- a) does not concern or allege a breach of a Netball Integrity Policy, including falling short of the threshold for Prohibited Conduct such as bullying, abuse and discrimination;
- b) is unrelated to Netball or any Netball Activity, notwithstanding that the individuals involved are bound by the Netball Integrity Policies; or
- c) whilst may be related to a previous incident of alleged or sustained Prohibited Conduct, is no longer directly related to Netball or any Netball Activity, even if such conduct would otherwise be Prohibited Conduct.⁴

Prohibited Conduct means the conduct proscribed under clause 3 of this Code.

Protected Characteristic means:

- a) age;
- b) disability;
- c) race or ethnicity;
- d) sex or gender identity;
- e) sexual orientation;
- f) pregnancy, potential pregnancy or breastfeeding; or
- g) religion.

Relevant Organisation means any of the following organisations:

- a) NA;
- b) Netball Organisations;
- c) Affiliates.

Relevant Person means any of the following persons:

- a) **Affiliate Person**;
- b) **Volunteer**, which means any person engaged by NA or a Netball Organisation in any capacity who is not otherwise a Participant;
- c) **Non-Member Person**;
- d) **Official**;
- e) any other person who has agreed to be bound by the Netball Integrity Policies.

⁴ Personal Grievances can include, without limitation, such matters as (a) selection and grading disagreement for team or other relevant position; (b) disrespectful behaviour or general friction between members.

Social Media refers to websites, applications and other tools or functions that allow users to communicate and create and share content via the internet.

Team means any team of a Netball Organisation that is participating in an Activity and/or that contracts a Participant.

Umpires includes any person who is responsible for officiating a Match under the auspices of a Relevant Organisation.

Umpires Support Personnel includes any person who is appointed by a Relevant Organisation to support the role of Umpires.

Vulnerable Person means a person who is:

- a) under the age of 18; or
- b) aged 18 or over but is or may be unable to take care of themselves, or is unable to protect themselves against harm or exploitation by reason of age, illness, trauma or disability or any other reason; or
- c) aged 18 or over but has experienced or is experiencing poor mental health outcomes, either as a result of the incident in question, due to their life experiences, or as a result of societal factors, including but not limited to individuals from diverse backgrounds facing disproportionate mental health impacts, such as people with diverse sexualities or gender.

WN, or World Netball, formally the International Netball Federation, means the international federation recognised by the International Olympic Committee or the General Assembly of International Sports Federations as the entity responsible for governing netball internationally.

WN Rules & Regulations means the Rules and Regulations of WN.

D. Other Related Policies and Documents

The following NA policies and documents also apply to the application of this Policy:

- a) Netball Australia Complaints & Disciplinary Policy;
- b) Member Protection Policy;
- c) Safeguarding Children & Young People Policy;
- d) Competition Manipulation & Sports Wagering Policies; and
- e) Any other applicable Netball Integrity Policy, as determined by NA and available on the [NA website](#).

1. Expected Standards of Behaviour

General Behaviour

- 1.1 This Code aims to help shape the culture of Netball in Australia and across all Affiliates, positively influencing the entire Australian Netball community and fostering a safe, inclusive and respectful environment for everyone involved.
- 1.2 When taking part in a Netball Activity, Relevant Persons, Affiliates, and Member Organisations must:
 - a) Act and operate within the rules and spirit of Netball and all Netball related Activities;

- b) Act ethically and be fair, honest, objective and accountable in all dealings with other people and organisations;
- c) Respect the rights and dignity of every person and treat everyone equally, regardless of any Protected Characteristic;
- d) Maintain appropriate, professional relationships with other Relevant Persons and Affiliates at all times;
- e) Accept and respect the authority and decisions of all Officials;
- f) Not intimidate (or attempt to intimidate) any other Relevant Person, Affiliate, Netball Organisation or NA, or any representative of an Affiliate, Netball Organisation or NA;
- g) Act with care and diligence to safeguard the health and safety of themselves and others, ensuring all decisions and actions contribute to ensuring a safe environment for everyone;
- h) Immediately notify the appropriate Relevant Organisation if charged with a criminal offence;
- i) Respect and protect all personal information of Relevant Persons and all other confidential information obtained by reason of, or otherwise for the purposes of, any Activity; and
- j) Respect the privacy of all Relevant Persons and Affiliates.

Verbal Abuse

- 1.3 A Relevant Person or Affiliate must not at any time, directly or indirectly, engage in any form of verbal abuse of another person. Verbal abuse includes, without limitation:
- a) making a statement that implies dishonesty or is derogatory, insulting, aggressive or otherwise abusive;
 - b) language that is offensive, intimidating, humiliating, obscene or threatening; and
 - c) language that shows unnecessary dissension, displeasure or disapproval towards an Official, Umpire, coach or player at any time.

Physical Abuse and Contact

- 1.4 A Relevant Person or Affiliate must not at any time engage in any form of Physical Abuse of another person.

See Appendix 1 of the [Member Protection Policy](#) for further information on Physical Abuse.

- 1.5 All physical contact must be objectively appropriate to the situation. Relevant Persons and Affiliates must not engage in physical contact that is reasonably likely to negatively affect the experience, safety or wellbeing of any person. This includes, but is not limited to, unwelcome or uninvited physical contact.

Harmful Behaviours

- 1.6 Relevant Persons and Affiliates must not engage in any conduct (including on Social Media) that would be reasonably likely to negatively affect the experience, safety or wellbeing of another person or group of people, including but not limited to:
- a) Provocation or incitement of violence;

- b) Aggressive, abusive or threatening behaviour;
- c) Offensive behaviour including behaviour that is unreasonably critical, obscene, provocative, indecent or insulting; or
- d) Intimidating behaviour or creating a hostile or unsafe environment.

Behaviour at any Activity or venue

1.7 Any Relevant Person or Affiliate in attendance or present at an Activity must not engage in any of the following:

- a) Behaviour prohibited by a venue's ticketing or entry conditions;
- b) Acts of violence, aggression or intimidation including but not limited to such acts in the changing rooms, warm-up areas or directed towards any Relevant Person at the venue;
- c) Drunk or disorderly behaviour that would be reasonably likely to negatively affect the experience, safety or wellbeing of another person or group of people;
- d) Possession of, or being under the influence of, an illegal drug at or in proximity to a venue where an Activity is taking or has recently taken place;
- e) Continued or unreasonable disruption of an Activity, including matches, or interference with any Relevant Person or representative of an Affiliate performing their duties;
- f) Behaviour that creates a public nuisance within or around a venue where an Activity is taking or has recently taken place; or
- g) Deliberately damage the property of an Relevant Person or Affiliate or any other property in connection with an Activity.

Bringing Netball or others into disrepute

1.8 Relevant Person and Affiliates must not engage in any conduct (including on Social Media) that:

- a) Could damage the image or reputation of Netball or any Relevant Person or Relevant Organisation;
- b) Has the effect or potential to prejudice or be detrimental to the interests of the sport of Netball or any Relevant Person or Relevant Organisation;
- c) Has the effect or potential to bring the sport of Netball or any Relevant Person or Relevant Organisation into disrepute;
- d) Is disparaging, derogatory or unreasonably critical of an Official, Relevant Organisation or Relevant Person (including without limitation employees, administrators and volunteers); or
- e) Is disparaging, derogatory or critical of an Investigator, Complaints Manager, Decision Maker, mediator or conciliator during an ADR process, Hearing Tribunal, or their findings or decision made under or in relation to the Complaints & Disciplinary Policy or another Netball Integrity Policy, without reasonable basis or justification.

Confidential information

- 1.9 Relevant Persons and Affiliates must not misuse or unlawfully disclose confidential information obtained as a result of their position or through an Activity, this includes disclosing information related to a complaint, report or other disciplinary process.

Criminal Conduct

- 1.10 Relevant Persons and Affiliates must not commit a criminal offence (whether or not a conviction has been recorded).

2. Expected Standards of Behaviour - Social Media

What is Social Media?

- 2.1 Social Media includes, but is not limited to:
- a) External and internal social networking sites (for example, Facebook, LinkedIn, WhatsApp and Tinder);
 - b) Instant messaging (for example, SMS and Facebook Messenger);
 - c) Video and photo sharing platforms (for example, Instagram, Snapchat, TikTok and YouTube);
 - d) Micro-blogging platforms (for example, X (formerly Twitter));
 - e) Podcasting;
 - f) Forums and discussion boards (for example, Yahoo! Whirlpool or Google Groups);
 - g) Online encyclopedias (for example, Wikipedia); and
 - h) Weblogs, for personal or business use (includes any weblog allowing a user to provide commentary).

Expected Behaviours when using Social Media

- 2.2 All Relevant Persons must accept responsibility for the content they place on Social Media and acknowledge their information can be made public or further distributed across Social Media platforms.
- 2.3 The use of Social Media by a Relevant Person should be appropriate, responsible and ethical, whether it is in an official or authorised capacity on behalf of an Affiliate or Netball Organisation, or in a personal capacity.
- 2.4 Relevant Persons should not represent themselves as an authorised spokesperson of an Affiliate or Netball Organisation, if they are not.
- 2.5 Use of social networking by adults must be in accordance with the NA Safeguarding Children and Young People Policy and Child Safe Practices.
- 2.7 When using Social Media, a Relevant Person must:
- a) Ensure the content shared is factually accurate and not misleading;
 - b) Respect the privacy of others;
 - c) Be polite and respectful when engaging or sharing material with others;
 - d) Adhere to this Code and the NA Integrity Policies; and
 - e) Adhere to any relevant and applicable laws.
- 2.8 When using Social Media, a Relevant Person must not:

- a) Post or engage with (e.g., like, comment on, share or forward) any material that is, or may be considered offensive, aggressive, disparaging, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist, or otherwise inappropriate;
- b) Post or share a personal view as that of NA, a Netball Organisation or an Affiliate;
- c) Post or share any material that is inaccurate, misleading or fraudulent;
- d) Post or engage with any material that is in breach of the NA Integrity Policies and this Code;
- e) Post, share or engage with any material that is in contravention of laws, court orders, undertakings or contracts;
- f) Post, share or engage with any material that breaches the privacy or confidentiality of others;
- g) Use or disclose the intellectual property or confidential information of NA, a Netball Organisation or an Affiliate; or
- h) Post or engage with any material that has the potential to derogate from or negatively affect the image, goodwill, name or reputation of NA, a Netball Organisation or an Affiliate.

Relevant Legislation

- 2.9 All individuals involved with the sport of Netball should be cognisant that outside of the Netball Integrity Policies and this Code, online communications are subject to legislation. More information on relevant laws and potential avenues for recourse can be found at:
 - The [Australian Government Office of the Australian Information Commissioner](#) website; and
 - The [eSafety Commissioner](#) website.

3 Prohibited Conduct

- 3.1 A Relevant Person or Affiliate, in the circumstances contemplated by section B of this Code, breaches this Code by failing to comply with the Expected Standards of Behaviour in the circumstances outlined in clauses 1 and 2.2 to 2.8 (inclusive).
- 3.2 A breach occurs whether the Prohibited Conduct is engaged in individually or collectively, and whether done deliberately or negligently (except where intent is a specific element of the Prohibited Conduct).
- 3.3 A Relevant Person or Affiliate also breaches this Code if they:
 - a) Attempt to engage in Prohibited Conduct; or
 - b) Are complicit in, aid, encourage, sanction, cover up or authorise another person to engage in Prohibited Conduct; or
 - c) Agree with others to engage in Prohibited Conduct.
- 3.4 For a breach of this Code pursuant to clause 3.3(a), a Relevant Person or Affiliate may be treated for the purpose of this Code as if a breach has occurred (even if a breach did not actually result) and as if they committed the breach themselves (even if the breach was carried out by another). This discretion will be exercised on a case-by-case basis, considering all relevant factors, including the nature and severity of the alleged breach, the extent of the involvement (if any) of the Relevant Person or Affiliate, and any mitigating or aggravating circumstances.
- 3.5 An Affiliate is bound to address Prohibited Conduct within their jurisdiction to uphold the discipline, control, honesty and mutual respect fundamental to the image and integrity of Netball.

4 Management of Alleged Breaches of the Code

Netball Australia Complaint & Disciplinary Policy

- 4.1 Allegations of Prohibited Conduct under this Code are to be managed in accordance with the Netball Australia Complaint & Disciplinary Policy.

5 Education

- 5.1 Netball Australia and the Netball Organisations are committed to ensuring all Affiliates and Relevant Persons are afforded the opportunity to improve their understanding of this Code and their rights and responsibilities under it. As such, Netball Australia with the Netball Organisations will work to develop an education plan to reflect this commitment.
- 5.2 A Relevant Organisation may require a Relevant Person to complete education and training, which will be relevant and proportionate to their level of participation in the sport and the associated integrity risks.

END

VERSION HISTORY

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