



Code of Ethics

V1.5
 15/07/2010

<p>1. Respect the rights, dignity and worth of every human being.</p>	<ul style="list-style-type: none"> • Within the context of the activity, treat everyone equally regardless of race, gender, disability, sexual orientation, age or religion.
<p>2. Respect the Company and the Sport.</p>	<ul style="list-style-type: none"> • Do not slander the Company, its Directors, employees or volunteers. • Maintain confidentiality when required. This refers to Board meetings, committee meetings, NSO Office, Tournament Rooms and any areas where the business discussed requires confidentiality. • Refrain from comments on electronic mediums that do not enhance the Company or the Sport. This refers to Egroups, chat-lines etc.
<p>3. Uphold the Policies and Rules of Tenpin Bowling Australia Ltd.</p>	<ul style="list-style-type: none"> • Staff, Consultants, Officials and bowlers are expected to be familiar with the Policies and Rules of Tenpin Bowling Australia Ltd. • All documents are available on the Web Site, www.tenpin.org.au, or from the Albion Office.
<p>4. Provide a pleasant and safe sporting environment.</p>	<ul style="list-style-type: none"> • TBA is committed to having a loyal group of employees and volunteers who provide a sporting environment in which the principles contained in the Code of Ethics are respected and promoted.
<p>5. Refrain from any form of personal abuse towards officials, TBA staff, TBA consultants, volunteers, bowlers and spectators.</p>	<ul style="list-style-type: none"> • This includes verbal, physical and emotional abuse.
<p>6. Refrain from any physical abuse of bowling centre or other bowler's equipment.</p>	<ul style="list-style-type: none"> • This includes, but is not limited to, ball returns, telescopes, seats and other bowler's equipment.
<p>7. Refrain from any form of harassment towards officials, TBA staff, TBA consultants, volunteers, bowlers and spectators.</p>	<ul style="list-style-type: none"> • This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability. • Uphold the TBA Anti Harassment policy • Uphold the TBA Member Protection policy



PROCEDURE AND PENALTIES

1. **COMPETITOR**

Any person competing in an event who is alleged to have contravened this Policy will be subject to the following action being taken at the time of the infraction:

First Infraction:	The offender will be given an official verbal warning.
Second Infraction:	A YELLOW CARD will be shown.
Third Infraction:	A RED CARD will be shown.

The penalty for a third infraction is disqualification for the remainder of the Tournament or that session of League bowling and a possible suspension from future TBA competitions.

The League or Tournament Committee must convene at a convenient time within 24 hours of the RED CARD being shown to discuss the need for further action to be taken under Chapter 5.

If, in the opinion of the Tournament Director and/or Tournament Committee an incident is considered to be a very serious breach of the Code, then a Yellow or Red Card may be issued immediately without having followed the stated previous warning procedures.

2. **OFFICE BEARER, TEAM OFFICIAL:**

Any person serving on any committee or Board, regardless of the level of the committee or Board within the Company who is alleged to have contravened this Policy will be subject to the following action being taken:

Immediate removal from the position held. The relevant Board or committee that the officer is associated with must convene a hearing as soon as possible following the infraction to investigate the infraction and discuss the need for further action to be taken.

3. **TBA REGISTERED BOWLER NOT INVOLVED IN THE EVENT:**

The Association/Registered bowling centre that the person is registered with will be advised of the infraction and they must convene a hearing as soon as possible following that advice to investigate the infraction and discuss the need for further action to be taken.

4. **FOR A NON TBA PERSON:**

Centre Management and/or Tournament Officials should ask the offenders to leave the location. If the person refuses, put the matter into the hands of the Police and ask them to remove the offender.

5. In each of the clauses shown above, a detailed report must be submitted to the TBA CEO.

6. All State/Territory Associations have the right to carry out their own investigation into any alleged infringement and impose any penalty deemed necessary, regardless of whether any Centre or Association has imposed any penalties.

7. TBA reserves the right to carry out its own investigation and impose any penalty deemed necessary in addition to any State/Territory Association, Centre or Association penalties imposed.

8. TBA has the right to immediately remove any person serving on any Board, Committee or Association formed for the organisation or management of tenpin bowling from that Board, Committee or Association if TBA believes that the person has contravened this Code. In that instance, TBA will instigate a hearing based on the procedures set out in Chapter 5 (if required) of the TBA Rule Book as soon as possible after the action is taken. The TBA Board or a Committee appointed by that Board will hear any charge or charges and any defence applicable to the alleged contravention of the Code.

9. Tribunals appointed under the Member Protection Policy have the power to impose penalties defined in Attachment C6 of that policy.

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