



# Tenpin Bowling Australia Ltd

## Code of Ethics V2.0

Approved by Board of Directors 03.03.2018

# Code of Ethics

V2.0

03/03/2018

Our codes of behaviour are underpinned by the core values outlined below. To achieve this we require certain standards of behaviour of players/athletes, coaches, officials, administrators, parents/guardians (of child participants) and spectators.

The purpose of this Policy is to set out the expected standards of behaviour and to provide event organisers, Tournament Directors and officials with the ability to immediately deal with any issues that may arise at any league, competition, tournament, function or any other gathering that has been organised by Tenpin Bowling Australia or any organisation recognised by TBA.

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

### Code of Behaviour for Athletes

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Adopt appropriate and responsible behaviour in all interactions.
- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment free environment.
- Do not tolerate harmful or abusive behaviours.
- Give your best at all times.
- Participate for your own enjoyment and benefit.
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition.

### Code of Behaviour for Coaches and Officials

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport
- Treat each person as an individual
- Display control and courtesy to all involved with the sport
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion
- Respect the decisions of officials, coaches and administrators in the conduct of the sport
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years
- Adopt appropriate and responsible behaviour in all interactions
- Adopt responsible behavior in relation to alcohol and other drugs
- Act with integrity and objectivity, and accept responsibility for your decisions and actions
- Ensure your decisions and actions contribute to a safe environment
- Ensure your decisions and actions contribute to a harassment free environment
- Do not tolerate harmful or abusive behaviors
- Place the safety and welfare of the athletes above all else
- Help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback
- Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development
- Be honest and do not allow your qualifications to be misrepresented
- Be consistent and impartial when making decisions.
- Address unsporting behaviour and promote respect for all people.
- Modify rules and regulations to match the skill levels and needs of young people.
- Emphasis the spirit of the game rather than the errors.
- Encourage and promote rule changes that will make participation more enjoyable.
- Keep up to date with the latest trends in officiating and the principles of growth and development of young people.

### **Code of Behaviour for Parents/Guardians**

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Adopt appropriate and responsible behaviour in all interactions.
- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment free environment.
- Do not tolerate harmful or abusive behaviours.
- Encourage children to participate and have fun.
- Focus on the child's effort and performance rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate

### **Code of Behaviour for Spectators**

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Adopt appropriate and responsible behaviour in all interactions.
- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment free environment.
- Do not tolerate harmful or abusive behaviours.
- Respect the performances and efforts of all people.
- Reject the use of violence in any form, whether it is by spectators, coaches, officials or athletes.
- Show respect for you team's opponents. Without them, there would be no game.
- Do not use foul language, sledge or harass players, coaches or officials.

## Code of Behaviour for Administrators

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Adopt appropriate and responsible behaviour in all interactions.
- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment free environment.
- Do not tolerate harmful or abusive behaviours.
- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct your responsibilities with due care, competence and diligence.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.
- Involve young people in planning, leadership, evaluation and decision-making related to the activity
- Create pathways for young people to participate in sport, not just as a bowler but as a coach, official, administrator, etc.
- Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
- Provide quality supervision and instruction for junior players. Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.

## 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/Board or management team, regardless of the level of the Committee/Board or management team, who is alleged to have contravened this Policy, will be subject to the following action being taken within a reasonable time after the report of the alleged infraction. The allegation must be in writing to the Tournament Director or other appropriate official within 24 hours of the alleged infraction.

The office bearer or team official will be interviewed as soon as practical after the infraction is reported and, subject the results of that interview, may be temporarily removed from the position held. The relevant Board/Committee/Association that the officer is associated with may be requested to convene a hearing as soon as possible following the infraction to investigate the matter and discuss the need for further action to be taken.

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

Centre Management and/or Tournament Officials should ask the offenders to leave the location. 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.

### Version History

Version	Date	Description of changes	Effective Date	Review Date
1.8	22.2.2014	Codes of Behaviour added for bowlers, coaches, officials, parents, spectators and administrators	22.2.2014	N/A
1.9	27.5.2017	Purpose of policy added. Codes of behaviour for coaches and officials combined. General re-write of clause 2 procedure and penalties.	27.5.2017	30.5.2018
2.0	03.03.2018	Updated Code of Ethics Point 1	03.03.2018	03.03.2018