



White Hills Bowls Club Inc. (WHBC)

Regulation #2.1

Code of Conduct

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Glossary / Definitions

Term	Definition
<i>"Abuse towards umpire"</i>	The abuse can be verbal abuse (such as name calling), or physical abuse (such as punching). In the WHBC physical contact with an umpire is a reportable offence. The use of minor indecent language or threatening behaviour are reportable offences in the WHBC. Abuse in general terms would be acts akin to alleging the umpire is cheating, that he has accepted a bribe or anything that impinges upon the character of the umpire. The actual abuse does not necessarily need to be heard by the umpire but would require another person to refer the incident to the CAO at the WHBC.
<i>"activities associated with the WHBC"</i>	<ol style="list-style-type: none"> 1. Not permitted to represent the club in any manner (player and/or spokesperson) this also includes any State / BBD sanctioned competitions 2. Not permitted to wear any part of the club uniform in any tournaments and/or social activities 3. Not permitted to enter club premises which include all buildings, greens and surrounds out of sight and hearing of the rinks) 4. Not permitted to contact any member re: Club Governance including selection of club teams 5. Not to attend home matches and refrain from attending away matches where club members are competing and 6. Required to return all keys issued to you over the past number of years to the Club Secretary.
<i>"Balance of Probabilities"</i>	"One party's case needs only be more probable than the other. The corollary of this is the rare occurrence when the evidence is evenly balanced. In that case, victory goes to the defendant as the burden of proof is with the plaintiff, who initiates legal proceedings"
<i>"Board of Management"</i>	The elected officials that are to govern the White Hills Bowls Club Inc.
<i>"Bring the game of bowls into disrepute"</i>	A Participant shall at all times act in the best interests of the game and shall not act in any manner which is improper or brings the game into disrepute or use any one, or a combination of, violent conduct, serious foul play, threatening, abusive, indecent or insulting words or behaviour." By way of example a current player convicted of a drug offence and it is known that he plays bowls could bring the game into disrepute. An administrator of a bowls club could be held to bring the game of bowls into disrepute if found to have stolen from the bowls club or others associated with bowls. A coach of a bowls side is convicted of Family Violence.
<i>"Complaints Administration Officer (CAO)"</i>	The official appointed by the WHBC Board of Management to manage all complaints
<i>"Disrespectful behaviour"</i>	To disrespect someone is to act in an insulting way toward them. When you disrespect people, you think very little of them. Disrespect is all about not showing respect. It's about showing the opposite of respect, by acting rude, impolite, and offensive.
<i>"Egregious misconduct"</i>	Egregious meaning outstandingly bad, shocking in nature and Misconduct meaning unacceptable or improper behaviour. Example - a player is reported for using threatening language, the player before departing escalates incident by using extreme indecent language and gestures and continues to make threats. Offence to be utilised along with minor, moderate and significant incidents that may have also been committed.
<i>"Intimidating Play"</i>	To frighten or scare an opponent and/or team member during a game by action, deed or verbal interaction.
<i>"Malicious Game Play"</i>	In reference to throwing a "bowl" in such way that could have the possible effect of injuring another player or spectator. Any act that could be construed as dangerous and done with malicious intent.
<i>"Natural Justice"</i>	The key elements to natural justice are as follows: <ol style="list-style-type: none"> 1. That the person charged with the offence has the right to know what they have allegedly done. To comply with this obligation, it is necessary for not only the rule which has been breached to be quoted, but also the person is entitled to know the particulars of what they allegedly have done.

	<p>2. The tribunal must not be biased. This is often where natural justice fails in that the tribunal is biased. Often some excuse is used to justify persons who have prejudged the matter sitting in the determination of the matter.</p> <p>3. The person is entitled to be heard in their own defence. A reasonable opportunity needs to be given to the person and where there is a reasonable explanation adjournment should be given to fully allow a person the opportunity to be heard.</p> <p>There are a couple of other issue which are not strictly principles of natural justice but lead to the provision of natural justice.</p> <p>1. The right of the person charged to receive all of the material which has been provided to the tribunal in sufficient time to enable them to consider the material to enable appropriate submissions to be made and potentially conflicting evidence to be provided.</p> <p>2. It is often considered that the right to be legally represented is a right of natural justice. That is not the case. Often rules of organisations in fact strictly prohibit the right to be legally represented before the tribunal. Tribunals should act fairly in that regard in all of the circumstances and consider the ability of the person to represent themselves, particularly in matter which has serious consequences. I think careful consideration needs to be given as to whether a person should be allowed to be represented by competent advocacy.</p> <p>3. There is a requirement to reach a reasoned and unbiased decision. Unless the rules of the organisation provide, there is no strict obligation for the tribunal to provide reasons.</p> <p>4. The final matter is a requirement that if there are rights of appeal from the tribunal, that the respondent is notified of those appeal rights.</p>
"Sledging"	A term to describe the practice whereby some players seek to gain an advantage by insulting or verbally intimidating the opposing player. The purpose is to try to weaken the opponent's concentration, thereby causing them to make mistakes or underperform.
"Unsportsmanlike conduct"	Unsportsmanlike conduct (also called unsporting behaviour or ungentlemanly conduct or bad sportsmanship or poor sportsmanship) is a an offense that violates the sport's generally accepted rules of sportsmanship and participant conduct. Examples include verbal abuse or taunting of an opponent, an excessive celebration following a scoring play, or feigning injury.
"Vilification - Racial, Religious and Gender"	<p>Means a person must not, by a public act, incite hatred towards, serious contempt for, or severe ridicule of, a person or group of persons on the ground of their race by threatening or inciting other to threaten physical harm to the person, or members of the group, or to property of the person or members of the group.</p> <p>Behaviour that is likely to be racial, religious or gender vilification includes -</p> <ul style="list-style-type: none"> • speaking about a person's race, religion or gender in a way that could make other people hate or ridicule them • publishing claims that a racial, religious or gender group is involved in serious crimes without any proof • repeated and serious spoken or physical abuse about the race, religion or gender of another person • encouraging violence against people who belong to a particular race, religion or gender also includes damaging their property • encouraging people to hate a racial or religious group using flyers, stickers, posters, a speech or publication, or using websites or email. <p>Vilification is behaviour that incites hatred, serious contempt for, or revulsion or severe ridicule of a person or group of people because of their gender, ability, cultural background, religion and sexual orientation. The legal definition is conduct that 'incites hatred, serious contempt, revulsion or severe ridicule.</p>
"WHBC"	White Hills Bowls Club Inc.

1. REPORTING VIOLATIONS OF CODE OF CONDUCT

1.1 The reporting of any violation of the Code of Conduct by any player, official, umpire, scorer or spectator will occur by the completion of the WHBC Report Sheet (WHBC Form #1) by the reporting person(s) and to the WHBC by the prescribed method in Report Sheet Use Regulation.

1.2 Reporting of breach of Code of Conduct

1.2.1 All Code of Conduct contraventions reported by any person, (Umpire, WHBC player, WHBC official, Club official, spectator or member of the public) must complete a WHBC Report Form and must forward the said Reporting Form and be in the hands of the Complaints Administration Officer (CAO) within 72 hours of the alleged incident(s).

1.2.2 The CAO will seek clarification from the Tribunal Chair on the best process forward.

1.2.3 The likely appointment of a "WHBC Investigations Officer" can be undertaken by the CAO prior to referral to the Tribunal Chair.

1.2.4 Failure of the reporting person to submit the WHBC Report Form Sheet within the 72-hour timeline will invalidate the process. In exceptional circumstances, the WHBC Tribunal Chair, can waive the 72-hour limit if the report is deemed to be of the utmost importance to the good governance of bowls within the WHBC community.

1.2.5 In the case of a breach by a spectator of the WHBC Code of Conduct that spectator must be readily identifiable as associated with a club, the WHBC or an allied Association. A passing member of the public or an unknown person should not be approached or contacted.

1.2.6 All endeavours should be made by the Reporting person to ascertain who the spectator is associated with (as in club, WHBC or associated Association). These enquiries should be included on the WHBC Report Sheet (WHBC Form 1).

1.3 Points Allocated for Incidents

There are 3 categories of offences described by the WHBC – Minor, Moderate and Significant Offences (refer to WHBC Regulation #2.2 for full details)

1.4 Acknowledgement of Code of Conduct by All Persons Associated with the WHBC

All persons associated with the WHBC competition as either a player, club official, executive member of the WHBC, umpire associated with the WHBC or a member of the Tribunal or as the Pennant Committee must acknowledge that they are conversant with the WHBC Code of Conduct by signing WHBC Form 2 (see App "A" attached to this document, WHBC Regulation 2.1, for form information)

2. PLAYERS, MEMBERS & OFFICIALS of WHBC

PREAMBLE

This Code shall be read in conjunction with the Statement of Purposes and Rules, Regulations and Match Conditions (both Senior and Junior) and shall be binding on all Members of the White Hills Bowls Club (the WHBC).

2.1 Players and Officials are required to:

2.1.1 Abide by the “Code of Conduct” and all other rules of the WHBC, and to accept all disciplinary measures, including suspension, imposed for any breach of the Code, Rules and Regulations.

2.1.2 Refrain from assaulting or attempting to assault an umpire, other players, any officials of the games or spectators.

2.1.3.1 Refrain from verbal abuse against umpires, scorers, opposing players or spectators.

2.1.3.2 Refrain from verbal abuse, intimidation or argumentative dissent towards board or committee members

2.1.4 Refrain from using crude or abusive language, or using crude or abusive hand signals, or engage in conduct detrimental to the game or harmonious relations within WHBC.

2.1.5 Refrain from reacting with unnecessary obvious dissension, displeasure or disapproval either toward an umpire, their decision, or generally, following an umpiring decision.

2.1.6 Neither take nor use drugs or stimulants nor participate in other doping practices prohibited by the Australian Sports Commission and Bowls Australia.

2.1.7 Co-operate with all team members. Show respect for opponents and their skills, be friendly to all participants.

2.1.8 Refrain from profanity **at all times**.

2.1.9 Refrain from any activity likely to result in loss or wilful damage to private property or to cause a disturbance.

2.1.10 Accept victory and defeat with dignity and grace.

2.1.11 Refrain from equipment abuse such as throwing mats, bowls or any other equipment associated with bowling.

2.1.12 Abide by the rules and spirit of bowls.

3. UMPIRES

PREAMBLE

It is recognised that umpires play an integral role in our sport and their performance and professionalism is observed by all in the bowls community in their capacity as an umpire.

3.1 All WHBC Umpires acknowledge responsibility and agree to:

3.1.1 Accept responsibility for all their actions/decisions

3.1.2 Be impartial in all umpiring deliberations

3.1.3 Ensure umpiring deliberations are made solely by the appointed umpire(s)

3.1.4 Declare a conflict of interest as necessary

3.1.5 Keep abreast of the rules of bowls and changing techniques of umpiring

3.1.6 Be respectful and open to discussion

3.1.7 Share umpiring expertise and knowledge with other umpires and be a good role model for other officials in the role as an umpire

3.2 Umpires shall not:

3.2.1 Be guilty of barracking whilst umpiring

3.2.2 Be guilty of making criticism of other umpires, coaches or team players by word or gesture

3.2.3 Change a umpiring decision without regard for the recognised official procedure for the instance

3.2.4 Smoke or drink alcohol whilst umpiring

3.2.7 Make comment to the media unless authorised by the appropriate personnel. Discretion should be used prior to releasing information during a game to a non-team or tournament Official.

4. SPECTATOR(s)

PREAMBLE

4.1 As a spectator in any activity held by or under the auspices of the WHBC, a member association or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

4.1.1 Respect the decisions of officials and teach young people to do the same.

4.1.2 Never ridicule or scold a young player for making a mistake. Positive comments are motivational.

4.1.3 Condemn the use of violence in any form, whether it is by other spectators, coaches, officials, or players.

4.1.4 Show respect for your team's opponents. Without them there would be no game.

4.1.5 Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass players, coaches, officials or other spectators).

4.1.6 Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background, or religion.

