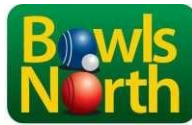


BOWLS NORTH

POLICY TITLE: CODE OF CONDUCT – PLAYERS & OFFICIALS

RELATED POLICIES:	BOWLS TASMANIA CODE OF CONDUCT
RESPONSIBLE OFFICERS:	BOWLS NORTH BOARD BOWLS NORTH SELECTORS, COACHES AND MANAGERS
AUTHORITY:	BOWLS NORTH BOARD
APPLICABLE FORMS:	NIL
APPROVED:	20 November 2023
REVIEW DATE:	20 November 2025



1. PURPOSE

The purpose of the Code of Conduct (Code) is to describe the type of behaviour which Bowls North (BN) is seeking to promote and to encourage its members and supporters to adopt.

2. GOVERNANCE

The code shall be known as Bowls North's Code of Conduct. The Code shall govern the conduct of all persons formally associated with Lawn Bowls within the northern region of Tasmania. In particular, it shall apply to:

- Persons acting for and on behalf of Bowls North.
- Players, coaches, Bowls North Selectors and Bowls Tasmania Northern state selectors, managers and support staff of BN.
- Persons participating in Bowls North sanctioned events.
- Players, coaches, managers, selectors and support personnel of Bowls North representative sides.
- BN appointed Delegates and employees of BN.

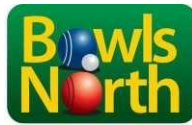
3. KEY PRINCIPLES

- BN wishes to operate in an environment where people show respect for others and their property. Respect is defined as consideration for another's physical and emotional wellbeing and possessions, to ensure no damage or deprivation is caused to either.
- BN wishes to operate in an environment that is free from harassment. Harassment is defined as any action directed at an individual or group that creates a hostile, intimidating or offensive environment. (Refer to ASC Guidelines for Harassment-Free Sport).
- BN wishes to operate in a non-discriminatory environment. This means respecting the right, dignity and worth of every human being - within the context of the activity, treating everyone equally regardless of gender, ethnic origin or religion.
- Persons to whom this Code applies acknowledge and agree to comply with the disciplinary and grievance procedures promulgated by BN. If any disciplinary action is taken, persons directly affected shall be given the opportunity to participate in those proceedings and the right to appeal against any decision against them.
- Any player who is alleged to have breached Bowls North Code of Conduct will immediately be suspended from representative duties until investigation is carried out and such player will be liable for any expenses incurred by Bowls North

4. KEY ELEMENTS

All persons who are bound by this code shall:

- Act in a manner which is compatible with the interests of Bowls North.
- Accord people involved in Lawn Bowls with the appropriate courtesy, respect and regard for their rights and obligations.
- Treat people's property with respect and due consideration of its value.



- Show a positive commitment to Bowls North policies, rules, procedures, guidelines and agreements;
- Respect the law and customs of the places they visit.
- Respect the confidentiality of information which they receive in the course of fulfilling their duties.
- Uphold the standing and reputation of Lawn Bowls within the northern region of Tasmania.
- Not misuse provided funds or property belonging to another party; and
- Observe and comply with the Anti-Doping Rules set out in the BA Doping Policy.
- Observe and comply with Bowls North social media Policy that is not detrimental to Bowls North.

5. UNACCEPTABLE BEHAVIOUR

This list provides examples of behaviour deemed to be unsuitable and not in the best interests of the sport.

- 'Sledging' other athletes, officials or event organisers. Sledging is defined as a statement that is deemed to denigrate and/or intimidate another person, or behaviour likely to constitute emotional abuse.
- Physical intimidation of other athletes, officials or event organisers.
- Excessive use of alcohol, acting in a way that becomes a public nuisance, or creating a public disturbance.
- Damaging another person's property or depriving them of that property.
- Sexual relations between an appointed official and a junior athlete (under the age of consent), irrespective of the wishes and desires of the athlete. In all other cases such relations are strongly discouraged.
- Any physical contact with athletes shall be appropriate to the situation and be necessary for the further development of the athlete's skill.
- The use or encouragement of the use banned substances. (The banned substance list is as outlined under Bowls Australia's Anti-Doping Policy.)
- Statements which are deemed to denigrate the group that an individual is representing.
- Any type of gambling, betting or organisation of betting at any Lawn Bowls event, while competing, officiating or undertaking a management role.
- Any form of harassment.
- Using social media to make inflammatory comment on bowls matters which may be considered inflammatory, denigrating of match official, Bowls North selectors and coaches and of bringing the integrity, honesty and impartiality of match officials, Bowls North selectors and coaches and/or administrators into disrepute;
- Comments on selection, non-selection or any other matter or behaviour that could be considered detrimental to the best interest of the team and Bowls North.



PLAYER AND OFFICIALS CODE OF CONDUCT POLICY

Bowls North representatives shall be familiar with the following code of conduct and agree to adhere to its rules. Attached to Bowls North selection is the responsibility to act as a role model for all bowlers.

The Code of Conduct commences from the moment the player departs their home for the event and concludes on their return home.

ALCOHOL:

The policy for squads and teams is the following:

- A total alcohol ban on the day of play, until competition for the player has completed. Players are permitted an alcoholic drink after the game.
- Failure to abide by these rules may result in the player/s being stood down from further Bowls North representation.

DRESS:

- Bowls North and the side management will advise required dress for Travel, Functions and Competition

GENERAL:

- All players and Officials are under the umbrella of Bowls North from the time they leave home and until their return home.
- No player shall leave the immediate side environment or location, without the permission of the Bowls North official/manager.
- Players are answerable to the Bowls North Side Managers, Officials whilst on duties representing Bowls North.
- Criticism directed at other side members or officials is not in the best interests of the side. Any comment or complaint should be conveyed to side management for appropriate action. Punctuality shows respect for side members and management.
- Sportsmanship and general behaviour displayed towards other sides and officials reflects on the individual and Bowls North.
- Using social media to make inflammatory comment on bowls matters which may be considered inflammatory, denigrating of match official, Bowls North selectors and coaches and of bringing the integrity, honesty and impartiality of match officials, Bowls North selectors and coaches and/or administrators into disrepute

I.....have read the Player Code of Conduct of Bowls North (Inc.) and I agree to abide by the rules as stated in this document.

Signed.....

Dated:...../...../.....

Please print name:.....

Witness by:.....



PLAYER & OFFICIALS AGREEMENT and INDEMNITY FORM

Members of **BOWLS NORTH (INC.)** wishing to make themselves available for selection to represent **BOWLS NORTH (INC.)** as a player are required to make themselves fully aware of the specified terms and conditions as set out below prior to signing and thereby accepting the said terms and conditions.

I
(Please print your name in full)

being a member of the.....Club
(Please print the name of your Club)

and **BOWLS NORTH (INC)** agree if selected, to become a Member of the Bowls North (Inc.) side and to carry out all my obligations whilst a Member of the Side, under the following terms and conditions.

I UNDERTAKE;

1. To travel with and depart from the place (or places) of assembly of the Side upon the dates and by means of conveyance determined by the Association. Any variation to this undertaking must have the prior approval of the Manager.
2. To travel at my own expense from my residence or other place of origin to the agreed place of departure.
3. To pay all costs involved (whether for travel or accommodation) resulting from any decision by me to alter the times and dates of travel as arranged by Bowls North.
4. To remain under the control, management, and direction of the Manager in accordance with the delegated authority for the position and to comply with all orders and instructions given by the manager during the aforesaid period.
5. To conduct myself in a proper manner, dress appropriately at all times, to exercise my best endeavours as a competitor and to do everything necessary to maintain and improve physical fitness and skill.
6. To conduct myself in a manner that is not detrimental to other Side Members or the harmony of my Team or the Side.
7. To promptly comply with all requirements such as answering questionnaires, filling out forms and answering correspondence. Be responsible for the Bowls North (Inc.) Uniform and normal bowls attire / equipment.
8. To be thoroughly familiar with the Side itinerary, competition programme and all protocol arrangements so ensuring my prompt and timely attendance.
9. To make full disclosure to the Manager of any diagnosis or treatment a medical practitioner has made or prescribed for me which in any way may affect my own or my team's performance or if it may constitute a danger to any person. **Refer attached form.**
10. To accept that Bowls North (Inc.) is under no obligation to compensate me for any loss that is caused by, or as a result of any situation, act, or omission beyond its control.
11. To make myself available for any training programs as shall be arranged.
12. I acknowledge
 - (a) That to play bowls, travel to and from bowling competitions and training and all activities associated with my membership of the Bowls North (Inc.) side and my membership at the aforementioned Club and Bowls North (Inc.) is an undertaking at my own risk.



(b) That the aforementioned Club and Bowls North (Inc.), its servants or agents are absolved from all costs, claims, demands, expenses, damages and/or liabilities however arising from injury or damage, however caused (fatal or otherwise) arising out my selection and/or participation as a Member of the Bowls North (Inc.) Side, my membership at any aforementioned Club and Bowls North (Inc.) or in any way whatsoever due to my negligent act, breach of duty, default and/or omission on the part of the aforementioned Club and/or Bowls North (Inc.), their servants and/or agents.

(c) That I hereby indemnify the aforementioned Club and Bowls North (Inc.) from all costs, claims, demands expenses, damages and/or liabilities however arising from injury or damage, however caused (fatal or otherwise) arising out my selection and/or participation as a Member of the Bowls North (Inc.) Side, my membership at any aforementioned Club and Bowls North (Inc.) or in any way whatsoever due to my negligent act, breach of duty, default and/or omission on the part of the aforementioned Club and/or Bowls North (Inc.), their servants and/or agents.

Attachment

In accordance with Bowls Australia Policy relating to Betting and Match Fixing

PROHIBITION ON BETTING AND MATCH FIXING

1.1 Acknowledgment regarding betting and match fixing

The Bowler/Official acknowledges the Betting and Match Fixing Policy applies to satisfy the obligations of Bowls Australia to formulate and implement appropriate policy on such matters as arise from time to time and to foster and preserve bowls through ensuring the game of bowls does not fall into disrepute.

1.2 Observance of laws and policy

The Bowler/Official agrees to preserve and comply with the Betting and Matching Fixing Policy as set out in the schedule and as may be varied from time to time.

I have read and fully understand the terms and conditions contained in this Agreement (including the Attachment relating to Betting and Match Fixing) with BOWLS NORTH (Inc.)

Name Signed.....

(Print full name) (Signature)

Postal Address

.....Post Code.....

Home Phone Number (03)Mobile.....

Dated at on the..... day of 20...
(City/Town) (Numerical day) (Month) (Year)

In the presence of..... Name
(Signature of Parent / Guardian if applicable) (Print full name)

BOWLS NORTH INC. - USE ONLY

DATE RECEIVED BY BOWLS NORTH SECRETARY:/...../ 20....

SIGNED:.....SECRETARY of Bowls North (Inc)