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**Wangaratta – North East Bushrangers
VJBL COMMITTEE
&
OPERATIONAL
POLICIES AND GUIDELINES**

Compiled June 2018

"If each player and coach in our program improves, we have been successful.

Success and achievement are a result of developing the individual.

Developing the team requires dedication, commitment and hard work."

"Creating Realistic Pathways for all North East Athletes"

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FOREWORD

The following policies and guidelines have been developed for the operation of the North East Bushrangers VJBL (herein referred to as NEVJBL) group to assist everyone involved in the Elite program to better understand how the program operates. There is an expectation that by agreeing to be involved in the program every coach, player, parent, committee member and official shall abide by the policies and guidelines within this document. People should not act in a manner contrary to the NEVJBL Guidelines.

The Committee of Management (COM) also recognises that NEVJBL Policies and Guidelines do not cover every scenario that may arise during the course of the season. As such the NEVJBL COM in consultation under the Board's annexe, is the controlling entity.

The NEVJBL Committee expects all concerned with the program to adhere to these policies. The Board reserves the right to uphold, alter or make any decision in relation to the running of the junior program, including any direction given by the NEVJBL Committee.

This document must be read and acknowledged by players, parents, coaches, team managers, committee members and any other party that has an interest in the NEVJBL program, before taking up any role in the program.

NEVJBL COMMITTEE OF MANAGEMENT (COM) STRUCTURE

A group of volunteers known as the North East NEVJBL Committee working with the NE COM and Coaching Panel are responsible for the day-to-day running of the NEVJBL Program. The NE COM is the controlling body of the NEVJBL program and as such relies on the NEVJBL Committee to ensure the program runs efficiently and is representative of all competing age groups.

The NEVJBL Committee will consist of appointed persons in the first year of operation, and in each year subsequent year, by delegation as appointed from each of the Associations involved. Those associations are:- Wangaratta, Wodonga, Albury, Shepparton, Yarrawonga, Echuca, Cobram, Tatura, Seymour, Mansfield, Myrtleford, Benalla, Mt Beauty, Euroa.

- Chairperson
- Coaching Director
- Secretary
- Treasurer
- North East Committee of Management Delegate
- Team manager Liaison
- Media Liaison
- Uniform Coordinator
- Sponsorship/Fundraising
- Training Coordinator

The above roles are designed to assist with the day-to-day operation of NEVJBL responsibilities. Junior NE Bushrangers' Committee members are elected every twelve months.

The Coaching Director will be appointed by the North East Bushrangers Committee of Management (NECOM).

Each committee member will need to have an active role in one of the positions mentioned above to be part of the NEVJBL Committee.

NEVJBL PHILOSOPHY

- To provide an elite pathway for all North East Athletes with the opportunity to play at the highest level of competition relevant to that athlete's age group.
- To continue to maintain our commitment towards becoming the strongest and most fundamentally sound representative squad program in Australia.
- To provide all players with the opportunity to develop their skills in a safe, friendly, productive and enjoyable learning environment.
- To develop a solid foundation of individual skills for the future development of basketball in the region.
- To provide all players with a high standard of Coaching and instruction.
- To provide all players with high quality and well-structured training sessions.
- To provide all Coaches with guidance and opportunities to improve their skills.

NEVJBL COMMITTEE PHILOSOPHY AND OPERATIONS

By accepting a position on the NEVJBL Committee you become an integral part of the NEVJBL Program. As part of that involvement, all committee members must be supportive of the program and those involved in it, including Players, Coaches, Team Managers, Parents, and Junior Squad Committee members. It is imperative that committee members maintain confidentiality at all times and avoid disseminating false or misleading information or personal opinions outside of committee discussions.

It is the aim of the NEVJBL Program to create a positive and supportive environment for all involved in the program, with every opportunity to improve and develop. Operating a junior basketball program of this size requires collaboration and commitment to ensure cohesion and growth. Should grievances arise, the NECOM will consider appropriate solutions and/or support, to achieve a positive outcome.

Important operational decisions should only be made, with a minimum Quorum of NEVJBL committee members. NEVJBL Committee members should be present at the meeting in which the vote is to take place. Proxy votes will only be permitted in exceptional circumstances, as determined by the NEB Chairperson. NEVJBL Committee members must attend at least two thirds of the scheduled meetings during the season of their acceptance onto the Committee. NEVJBL Committee members who fail to attend the minimum number of meetings without good reason, may have their position declared vacant.

If agreement on a decision is not able to be made due to a dead-locked vote, the Chairperson has the deciding vote. If it is still not able to be resolved then the agenda item must be referred to the NE COM.

The NEVJBL Committee cannot change policies or guidelines but have the power to make recommendations to the NE COM who will then review these requests at the next available NE COM Meeting.

DEFINITIONS

Quorum – The NEVJBL Committee consists of a representative from each of the North East Associations who have expressed interest in the program. A quorum represents 60% of the Committee membership at any COM meeting.

Role of the Coaching Director

- Provide and implement a Club philosophy for coaching to provide the appropriate level of skill for representative coaching at the NEVJBL.
- Develop a game philosophy for use by all Representative NEVJBL sides. The Philosophy shall have an offensive and defensive structure, which will be instructed, by all appointed coaches.
- Be responsible for selection of a Coaching group to undertake player selections.
- Oversee Coach Development, progression and manage coaches involved in the NEVJBL representative program.
- Ensure the program provides development of, and progression for, athletes towards State, national and/or senior representation across the North East area.
- The Coaching Director may be called upon from time to time to assist in Senior Coach Selection.

AGE GROUP SPECIFIC OBJECTIVES

Under 12 Objectives

- At the current time, the Club is not entering teams for this age group.

Under 14 Objectives

- To give each player ample opportunity to enjoy basketball and develop their team and individual skills.
- To qualify for the highest level possible - Victorian Junior Championship League – Victorian Championship Division or Metro 1-2-3 Division.
- Selection of 10 players plus two emergencies to form a squad. Two teams may be considered only when depth and interest at a particular level is high enough for participation.
- Selection of a development-based group, as and when required, which is approved by the Coaching Director and NEVJBL Committee.

Under 16 Objectives

- To give each player ample opportunity to enjoy basketball and develop their team and individual skills.
- To qualify for the highest level possible - Victorian Junior Championship League (NEVJBL) – Victorian Championship Division or Metro 1-2-3 Division.
- Selection of 10 players plus two emergencies to form a squad. Two teams may be considered only when depth and interest at a particular level is high enough for participation.
- Selection of a development-based group, as and when required, which is approved by the Coaching Director and NEVJBL Committee.

Under 18 Objectives

- To give each player ample opportunity to enjoy basketball and develop their team and individual skills.
- To qualify for Victorian Junior Championship League (NEVJBL) – Victorian Championship Division or Metro 1-2-3 Division.
- Selection of 10 players plus two emergencies to form a squad. Two teams may be considered only when depth and interest at a particular level is high enough for participation.
- Selection of a development-based group, as and when required, which is approved by the Coaching Director and NEVJBL Committee.

Under 20/21 Objectives

- To give each player ample opportunity to enjoy basketball and develop their team and individual skills.
- To qualify for the highest level possible - Victorian Junior Championship League (NEVJBL) – Victorian Championship Division or Metro 1-2-3 Division.
- Selection of 10 players plus two emergencies for each of two squads forming a division one and two team.
- Selection of a development-based group, as and when required, which is approved by the Coaching Director and NEVJBL Committee.

1. APPOINTMENT OF COACHES

On behalf of the NEVJBL COM, the Coaching Director prior to each NEVJBL season will call for applications for Coaching positions deemed to be available. This may be through personal communication and/or advertisement. All applications received, must be in writing. Applicants will be interviewed by the Coaching Director and two other persons, who will make recommendations to the NE COM for ratification who will then appoint coaches to a panel for selection of teams.

2. REFEREES.

The NEVJBL COM will make an appointment of a Referee Supervisor who will operate the referee portfolio in line with the Basketball Victoria TOC codes of conduct and operation policies in line with VJBL requirements.

3. CLEARANCES

All players must be members of their home association's playing group and continue to participate in that program throughout involvement in the NEVJBL- thereby assisting growth in that association.

4. CODES OF CONDUCT – We are humble WINNERS!

Stakeholders involved in the NEVJBL program must always abide by the appropriate Codes of Conduct

4.1 Players Code of Conduct

- All players must make themselves available for all NEVJBL commitments as required by their Squad Coach.
 - Understand and play by the rules.
 - Never argue with an official. If you disagree, have your coach, captain or manager approach the referee during a break or after the game in an appropriate manner.
 - Control your temper. Verbal abuse of officials or other players, deliberately distracting or provoking an opponent is not acceptable or permitted in basketball.
 - Work equally hard for yourself and for your team. Your team's performance will benefit so will you.
 - Be a good sport. Acknowledge all good plays whether they are by your team or the other team.
 - Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player.
 - Co-operate with your coach, officials, team mates and opponents. Without them there would be no competition.
 - Play for the "fun of it" and not just to please parents and coaches.
 - Demonstrate appropriate social behaviour by not using foul language, harassing players, coaches or officials.
 - Respect the rights of others and avoid the use of derogatory language based on gender, race or impairment.
 - Be prepared to lose sometimes. Everyone wins or loses at some time. Be a fair winner and a good loser.
 - Listen to the advice of your coach and try to apply it at practice and in games.
 - Always respect the use of facilities and equipment provided.
- Respect and be mindful of other basketball participants and officials when using electronic media, e.g. Facebook, You Tube, Twitter, mobile phones etc.

4.2 Parents Code of Conduct

- Encourage children to participate for their own interest and enjoyment, not yours. Support their participation and do not force them.
- Encourage children to always play by the rules.
- Remember children are involved in sport for their enjoyment, not yours.
- Focus on developing skills and playing the game. Reduce the emphasis on winning □ A child learns best by example. Applaud good plays by all teams.
- Do not criticise any children in front of others. Reserve constructive criticism for more private moments.
- Respect and accept decisions of all referees as being fair and called to the best of their ability. Do not raise issues of disagreement publicly.
- Do not criticise opposing team members or supporters by word or gesture.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Demonstrate appropriate social behaviour by not using foul language, harassing players, coaches or officials.
- Respect the rights of others and avoid the use of derogatory language based on gender, race or impairment.
- Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
- Always respect the use of facilities and equipment provided.
- Do not approach Coaches immediately after games if you have an issue you wish to discuss make contact through appropriate channels with the coach for an appropriate meeting time at least two days after any matches.
- Respect and be mindful of other basketball participants and officials when using electronic media, e.g. Facebook, YouTube, Twitter, mobile phones etc.

4.3 Spectators Code of Conduct

- Children play sport for fun. They are not playing for the entertainment of spectators. They are not miniature professionals.
- Applaud good performances from each team. Congratulate all players regardless of the outcome.
- Respect the referee's decision. If there is a disagreement, follow the appropriate procedure in order to query the decision.
- Always be positive. Never ridicule or shout at a child for making a mistake during competition.
- Condemn the use of violence in any form, be it by spectators, coaches or players.
- Show respect for your team's opponents and for officials, without them, there would be no game.
- Encourage players to obey the rules and decisions of officials.
- Demonstrate appropriate social behaviour by not using foul language, harassing players, coaches or officials.
- Respect the rights of others and avoid the use of derogatory language based on gender, race or impairment.
- Always respect the use of facilities and equipment provided.
- Respect and be mindful of other basketball participants and officials when using electronic media, e.g. Facebook, You Tube, Twitter, mobile phones etc.

4.4 Coaches Code of Conduct

- All Coaches must make themselves available for all meetings as required by the NEVJBL COM and Coaching Director.

- Remember that children play for fun and enjoyment and that winning is only part of their motivation. Never ridicule children for making mistakes or losing a competition.
- Be reasonable in your demands on young players' time, energy and enthusiasm.
- Teach your players that understanding and playing by the rules is their own responsibility.
- Develop team respect for the ability of opponents as well as for the judgement of officials and opposing coaches, and their interaction with the media, parents and spectators.
- Group players according to age, height, skills and physical maturity, whenever possible.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the players.
- Schedule time and length of practices and competition that take into consideration the maturity levels of players.
- Show concern and take responsibility for players who are sick or injured whilst under your care. Follow the advice of a physician when determining when an injured player is ready to recommence play.
- As well as imparting knowledge and skills, promote desirable personal and social behaviours. Be aware of the role of the coach as an educator.
- Seek to keep abreast of changes in sport; ensure that the information used is up to date, appropriate to the needs of players and takes into account the principles of growth and development of children.
- Ensure that physical contact with a young person be appropriate to the situation and necessary for the player's skill development.
- Dress appropriately at all times for the position of coach eg, Game day apparel to be worn must be neat and tidy attire as stipulated by the NEVJBL COM, Training coaches should be in coaching attire with appropriate footwear, (no thongs, inappropriate shorts or dresses should be worn, no sunglasses on head or hats are to be worn while coaching).
- Demonstrate appropriate social behaviour by not using foul language, harassing players, coaches or officials.
- Respect the rights, dignity and worth of every person, regardless of their gender, ability, cultural background or religion.
- Always respect the use of facilities and equipment provided.
- Respect and be mindful of other basketball participants and officials when using electronic media, e.g. Facebook, You Tube, Twitter, mobile phones abide by the Social Media policy of Basketball Victoria etc.

Commented [TL1]: Include BV Face book policy

4.5 **Managers Code of Conduct – Managers are not Coaches!**

- Remember that children play for fun and enjoyment and that winning is only part of their motivation. Never ridicule children for making mistakes or losing a competition.
- Be reasonable in your demands on young players' time, energy and enthusiasm.
- Assist your coach with teaching your players that understanding and playing by the rules is their own responsibility.
- Develop team respect for the ability of opponents as well as for the judgement of officials and opposing coaches and managers and their interaction with the media, parents and spectators.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the players.
- Show concern and take responsibility for players who are sick or injured whilst under your care. Follow the advice of a physician when determining when an injured player is ready to recommence play.
- Be aware of the role of the manager as a role model.

- Seek to keep abreast of changes in sport; ensure that the information used is up to date, appropriate to the needs of players and takes into account the principles of growth and development of children.
- Demonstrate appropriate social behaviour by not using foul language, harassing players, coaches, managers or officials.
- Respect the rights, dignity and worth of every person, regardless of their gender, ability, cultural background or religion.
- Always respect the use of facilities and equipment provided.
- Respect and be mindful of other basketball participants and officials when using electronic media, e.g. Facebook, You Tube, Twitter, mobile phones etc.

4.6 Other Codes of Conducts

In addition to the Codes of Conduct mentioned in this document all stakeholders must also abide by the Code of Conducts as set by the Basketball Victoria and Basketball Victoria Country and those

4.7 Social Media Code of Conduct

1. Social media can be fun, helpful and dangerous. Comments, notes and photos posted on social media sites such as Facebook, Twitter and on-line forums are usually constructive and positive. But negative comments and images, bullying, criticism and sexist remarks can be dangerous and harmful to people's wellbeing and reputation and the image of the sport.
2. Do not use social media to be critical of teammates, coaches, officials, administrators, volunteers or spectators. Any comment you make on social media sites has the potential to be seen by millions of people. That is great if comments are positive. But it can be extremely negative and harmful if critical of people. Before you post a comment on social media ask yourself this: Would I want millions of people to read something negative about me?
3. Always assume the person you are talking/writing about will see what has been said/written. Just because an online chat is between two people does not mean it remains private and nobody else can see it. Social media is accessible to everyone. Even if the person you are discussing does not see it, somebody else may. The result is you rather than the person you are ridiculing will be seen in a negative light.
4. Use social media as a positive outlet to promote players, teammates, teams, clubs and others involved in basketball. Posting results and acknowledging individual and team performances on social media makes many people aware of team and individual achievements. That can have a positive effect for many people and should be used, encouraged and embraced wherever and whenever possible.
5. Remember to show respect. When using social media, show the same respect and regard for people that you would show and are expected to show when playing, officiating or attending a basketball game.
6. When in doubt leave it out. If you are unsure if what you are posting on social media is appropriate then it is best not to post it. When in doubt leave it out.
7. Do not tolerate or condone poor social media behaviour or actions. If you are aware of or observe poor social media behaviour or actions, do not accept it. There is no place for it in basketball and it will not be condoned. You should remind people of their responsibilities when using social media and warn that action can be taken against them. In the instance of minors breaching the code of conduct, alert their parents to the situation. If you believe the breach is serious, report it to team, club or association officials.

8. Be aware that your actions on social media may have serious consequences. Negative comments and images, bullying, criticism and sexist remarks do not only impact negatively on the people they are about. If you are found to have acted improperly on social media regarding a basketball related matter, you are liable to disciplinary proceedings and may be required to face a tribunal hearing to explain your actions. A suspension from basketball could be imposed.
9. Consider social media to be your personal brand. Your Internet presence fuels any perception of your personal brand - whether you like it or not. Does your social media identity match your real identity? Be mindful of the content of photos, status updates, Tweets. Are they truly reflective of who you are and how you want people to see you?

4.8 Breaches to any Code of Conduct or Bylaws

For all Codes of Conduct, any breaches of these codes will be dealt with according to the Member Protection Bylaws, or as outlined in these Guidelines, and referred to the NEVJBL Committee. Coaching related matters are to be referred to the Coaching Director, who will make recommendations to the NEVJBL Committee and NE Bushrangers COM as deemed necessary. Some, circumstances may result in a report being made to the Independent Tribunal.

4.9 Harassment-Discrimination-Vilifications

North East Bushrangers are committed to a policy of sport which is free of harassment, discrimination and vilification as per Part IV of Basketball Victoria's Member Protection Bylaws.

This includes all players, coaches, officials, parents and spectators.

Any breaches may result in a report being made to Basketball Victoria.

4.10 Basketball Victoria Member Protection Bylaws

All players, Coaches, Team Managers, Parents and Spectators must adhere to the Basketball Victoria Member Protection Bylaws at all times.

Any breaches may result in a report being made to Basketball Victoria.

4.11 Conflict Resolution Committee

Is a Sub Committee consisting of an appointed Committee of three or four independent persons who may liaise with the Coaching Director for clarification on issue's? The Conflict Resolution Committee may consult with the North East COM for advice and guidance. Their decision is final.

5. COMMITMENT

5.1 Players

The level of commitment for players varies with each age group but there are some common expectations. Players must commit to being available to play for the duration of the VJBL calendar playing period as fixtured by the VJBL. They must also be available for all compulsory training sessions (at least one, 1.5hr session per week).

It is expected that as part of the NEVJBL program at all levels, players make basketball their priority sport during the applicable representative season. Players must be registered and actively playing within their home association's designated playing seasons.

Example: Whilst playing NEVJBL in an extended season, the player will be required to play in their local competition which runs during the same period as the NEVJBL competition, ie Winter and Summer competition, with players participating in a minimum of 50% of fixture games.

Some concessions may be made for academic or work-related commitments however involvement in other sport may not be a satisfactory reason for failing to train or play when required by the Coach or as per these guidelines. All requests for exemptions must be made in writing and addressed to the NEVJBL committee and Coaching Director, for consideration.

5.2 Parents

Each parent of a NEVJBL player, must be committed to ensuring their child is available for and able to attend all compulsory training sessions and games. Parents must also be committed to the NEVJBL Code of Behaviour as it applies to parents and have an obligation to understand the NEVJBL Policies and Guidelines.

5.3 Coaches

All Coaches must commit to every aspect of the NEVJBL program for their age group including attending age specific BVC skills day selections and be prepared to set an example in the areas of communication, punctuality, commitment, professionalism and attendance. Coaches must read and understand the NEVJBL COM Policies and Guidelines and abide by the conditions of their Coach's agreement and the Coach's Code of Behaviour.

5.4 Team Managers

Team Managers take on the organisational work including liaising with the Coaching Staff and the NEVJBL Committee. Duties include booking training venues in conjunction with the Coach through the Training coordinator and making tournament travel and accommodation arrangements as required. Team Managers must also attend all Team Manager meetings set by the NEVJBL Committee.

6. COMPLAINTS

All minor complaints should be directed initially to the Team Manager. If the issue cannot be dealt with immediately, the Team Manager should discuss the issue with the Coach.

If the issue is related to coaching or playing time this should be directed initially to the Coach but must not be done **within 48 hours of any game, to provide a cool down period.** If not resolved, then the matter should be referred to the Coaching Director. Non-coaching matters should be referred to the NEVJBL Committee in writing and must have appropriate identifiers of the person making the complaint.

If a complaint is of a more serious nature, it should be directed to the Conflict Resolution Committee. The Conflict Resolution Committee will either resolve the problem or may bring the issue to the attention of the NE COM, to an external agency, or other suitable mediation service to assist with settlement of the matter.

All complaints to the Conflict Resolution Committee, the Coaching Director or NEVJBL Committee must be in writing and include the name of the author. Anonymous letters of complaint will not be considered. If the

author would like to have their name withheld, this should be noted on the letter. NEVJBL Committee meetings are held monthly and will review such matters at this time, unless due to the serious nature of the issue, an earlier meeting is required.

7. COUNTRY VICTORIA PROGRAMS

All players are to be actively encouraged to participate in all Basketball Victoria Country (Country Vic) programs. This includes:

- Intensive Training Centre Programs
- Under 12 Skills Days
- Under 14 Academy Programs
- Under 16 / 18 State Team selections.
- Under 20 State Team Selections
- Teams who qualify for Classic Tournaments within reason, are expected to play in State or National Tournaments, unless an exemption is given by the NEVJBL Committee in consultation with the Coaching Director.

8. COURT TIME

This is an elite pathway program and players and parents must understand that the interests of the team are paramount to the interests of the individual.

9. DISCIPLINARY ACTION

The NEVJBL Committee and, NE COM reserve the right to take disciplinary action against any player, Coach, Team Manager or parent who does not abide by the Policies and Guidelines or Codes of Conduct. Coaches who breach their agreement may also face disciplinary action. Such notice will be given in writing. The NEVJBL committee's decisions is final.

Minor matters may be managed by the NEVJBL Committee. Minor disputes may include and are not limited to:

- court time
- travel expenses, such as bus hire, not excluding all reasonable financial commitments involving a player, whilst representing the NEVJBL or Home associations, at tournaments, domestic competitions, National Tournaments for all age and squad levels, including NEVJBL 1 competitions, or other competitions as agreed by the NEVJBL Committee and is to be prior to attending an approved competition.
- Any matter considered to be in breach of social media code of conduct.

Moderate matters may be managed by the NEVJBL Conflict Resolution Committee. Examples of moderate matters may include and are not limited to:

- breaches of the Code of Conduct,
- non-game related incidents.

- any other matter that may not be able to be resolved by the NEVJBL Committee, may be referred to the Conflict Resolution Committee, who reserve the right to refer a matter to the NE COM, and/or to an external Conflict Resolution organisation.

More Serious matters may be referred directly to, by report, to the NE COM. These more serious matters may include and are not limited to:

- any game related report/s, of a player, coach, parent/guardian and spectator.
- any incident/breach/disciplinary action, which potentially has a penalty including, but not limited to, a monetary fine, and/or any suspension, and/or disqualification,
- This includes any serious breaches of the Code of Conduct, By-laws, and/or Member Protection Bylaws.
- any behaviour that may reflect negatively on the North East Bushrangers Program.

The decision of the presiding Resolution Committee is final.

Players

Players may be stood down from participating or removed from the Squad.

Coaches

Coaches may be stood down or removed from their Coaching position for a period of time.

Team Managers

Team Manager may be stood down or removed from their manager's position for a period of time.

Parents

Parents may be banned from attending NEVJBL Trainings, games or other functions. Repeat offences may result in the parent's child being de-listed.

Appeals

The decision as approved by the NEVJBL and NE COM is deemed to be final.

10. MEDICAL RECORDS

The Team Manager will keep medical records for each player. These records are private and confidential, and as such should not be disclosed to anyone other than the Coach, Team Manager, sport trainer or medical professional. Information contained in the records should only be used for the purpose for which it is provided. At the conclusion of each squad season medical records will be returned to the Coaching Director for disposal.

All personal medical information must be collected and stored in accordance with the Privacy Act and the National Privacy Principles.

11. VICTORIAN JUNIOR BASKETBALL LEAGUE

Selection:

An appointed panel of coaches, not specific to a particular age group or team, will provide a selection process for all groups. (Qualification i.e. Coaches will be enlisted for the selection process, however in order to exclude bias, no coach will be appointed to a team until selections are final - once completed, the Coaching Director's decision is final).

The process will be as follows:

Trials will be held over a three (3) week period.

Athletes will be assessed on willingness to commit to the program.

The ability to form a group of sufficient competitiveness to ensure a team will be in attendance throughout the year-long process of competing in a State league competition. (Qualification ie. If the standard or number of players is deemed insufficient to compete at the required level, then no team will be entered). There is a significant commitment required to complete at this level, and the club sees no benefit in entering teams if no benefit is to be gained.

Note: Participation in NEVJBL will be considered on a team-by-team basis. This decision will be made in consultation with the whole group and will require a number of points for consideration, including but not limited to, parental ability to participate and support, skill level and number of players committing to participate, cost analysis of participation.

The move to play NEVJBL is a serious commitment and will therefore require endorsement from all committees and participants prior to entering. Parents of players will be expected to take an active role in the organisation of a subcommittee for each NEVJBL team, and by providing support on game days (eg. Scoring, away game travel support, setting up for home games etc).

12. Squad operations

A squad consisting of ten (10) players and two (2) emergencies will be selected. Emergencies must be notified of their position after the playing group is selected, and be made aware that they may not play throughout the season unless requested.

Away games policy: Teams will travel with 8 team members for away games. Additional players may attend by choice, but must understand they are not likely to play. A game day roster showing an equal rotation of players, will be devised after the playing group is selected at the start of the season. Adjustments will only be made for injuries or welfare issues, ie school camps, personal family trauma etc).

Home games: A team of 10 will be named for all home games. However, all squad members including emergencies, may be in attendance. Inclusion of players outside the named playing group is at the coach's discretion.

During the NEVJBL season, eligible players should be current and active members of their home association. For the purpose of this ruling, "current" will be defined as "the period from the current season's squad selection to the next".

RECRUITMENT OF PLAYERS DURING SQUAD SEASON

Fill-in players may be included, but only after all players from the squad are deemed unavailable. This request and subsequent decision lies with the Coaching Director, and must be actioned prior to game day; exceptional circumstances must exist.

13. RECRUITMENT OF PLAYERS FOR SQUAD TRYOUTS

Players will only be eligible for selection for their own age group unless exceptional circumstances apply. Approval must be given by the Coaching Director.

Coaches must not actively entice players from other associations to attend their association's Squad tryouts. They may however, make all players aware of tryout dates and times.

Squad coaches must not entice selected squad players to change clubs or teams to play in a domestic side coached by a Squad Coach.

Such behaviours will be deemed as a breach of our Codes of Conduct.

14. TEAM MANAGERS

The role of the Team Manager is time-consuming and carries great responsibility. As such, the selection of a Team Manager must be done carefully as the relationship between the Team Manager and the Coach is critical and must involve two-way communication. We recommend this process takes place in consultation with the parents of each team.

The appointment of a Team Manager **MUST** be approved by the NEVJBL Committee. The Coach will not hold a dual role of Coach – Team Manager. A "No Team Manager, No Team" policy will be enforced if a suitable person cannot be found.

15. TRAINING

Teams will have at least one compulsory training session per week, which should wherever possible be set outside the time of any home association commitments.

Players must attend the nominated compulsory session as set by the Coach in consultation with the Coaching Director. A schedule will be provided as early in the pre-season as possible. Non-attendance at training may affect a player's selection and court time.

16. SPONSORSHIP AND FUNDRAISING

16.1 Sponsorship

ALL private and team sponsorship **MUST** be approved by the NEVJBL Committee **AND** endorsed by the NE COM before being accepted and promoted in any way.

Team Sponsor's Logos can **ONLY** be displayed on the Team Polo and will be placed as directed by the NE COM.

All sponsorship acquired, must be applied to the team and not to individual players.

16.2 Fundraising

The NEVJBL Committee must approve **ALL** fundraising. Any specific team requests must be sent in writing to the NE COM via the Team Manager.

Fundraising must also meet any statutory requirements.

17. WORKING WITH CHILDREN (WWC) CHECKS

All Coaches, Team Managers and supervising adults will be required to apply for and provide a current WWC check to the COM prior to holding any official office within the NEVJBL.

The Coaching Director, in consultation with the NEVJBL Committee, reserve the right to take any previous convictions (including spent convictions) into consideration when offering Coach and Team Manager positions.

A confidential record of participants with WWC checks will be recorded and stored by the COM's Secretary, this will include the official Department of Justice records.