

Behaviour Management Framework – Junior Competitions

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1. Purpose

The purpose of this framework is to ensure that the Basketball ACT environment is safe and welcoming to promote development and retention of players, coaches, and officials. Members, participants, volunteers, and staff have the right to learn and grow in a safe environment that is free from bullying, degrading, abuse, or intimidating actions and behaviour. This framework applies to all spectators in attendance at all Basketball ACT junior competitions, Junior Premier League or junior tournaments.

The safety and wellbeing of members is the utmost importance, it is Basketball ACT's strong view that the conduct of all participants should reflect the values of our sport and that this framework forms a key part in helping to strengthen our capacity to manage inappropriate spectator behaviours.

This framework reflects best practice of bodies such as Sport Australia who have changed sport culture. There is no excuse (and no circumstance) to act poorly towards others. Within the sporting environment.

Through this framework, Basketball ACT is striving for a culture within our sport where:

- Respect is a priority value of the organization.
- Fewer incidents will occur.
- A diverse community is embraced, and all feel welcome within our sport.
- Continue to have a positive environment for all to thrive within our junior competitions.

This framework supports a network of Basketball Australia and Basketball ACT's Policies which assist in further outlining specific procedures, prohibited conduct, penalties and sanctions that are separate or in addition to those contained in this Framework, and all Participants should familiarise themselves with Basketball ACT's full suite of policies.

2. Definitions

Code of Conduct Form	Report form intended for administration tribunal, tribunal and suspension purposes
Court Supervisor	Casual employee of Basketball ACT in charge of all game day issues. Formally known as MSO.
Ejection Card	A penalty that is given to a spectator who has breached the code of conduct after receiving a warning card. Dependent upon behaviour the Basketball ACT Court Supervisor resolves the right to issue an ejection card, without warning.
Junior competition or tournament	Junior Premier League or Junior division 1-6 competitions or other junior competitions or tournaments run by Basketball ACT.
Prohibited Conduct	<p>The following are examples of unacceptable behaviour by spectators:</p> <ul style="list-style-type: none">• Willfully question or challenge the ruling of the referees (deliberate with no intent to cooperate/accept call)• Abuse game officials (referees, score table personnel)• Abuse players (either team)• Abuse game day officials (referee coaches, court supervisor, Basketball ACT Staff)• Abuse other spectators or parents.• Display conduct which is inappropriate in a sporting environment.• Incite poor behaviour in others.• Enter the playing court at any time without permission.• Uses Physical intimidation.• Strikes anyone within the facility.
Referee Coach	Basketball ACT volunteer that oversees all referees and on court issues.
Referee Penalty Register	A list of all technical, unsportsmanlike, and disqualifying fouls from all Basketball ACT competitions.
Warning Card	A penalty that is given to a spectator that has shown disrespect by verbal or inappropriate behaviour.

3. Framework

Acceptable standards of behaviour are outlined in Basketball ACT Codes of Conduct and all people entering venues for the purposes of Basketball ACT competition do so under the Conditions of Entry.

Behaviour considered abusive, degrading, derogatory, discriminatory, or intimidating is not acceptable from anyone in the basketball community and constitutes a breach of Code of Conduct and Conditions of Entry. **There is no excuse for abuse.**

Everyone has a responsibility to maintain a safe environment, Basketball ACT encourages 'calling out' inappropriate behaviour. This can be done by notifying the court supervisor or the referee coach.

Basketball ACT is committed to maintaining an environment where participants and referees are safe to grow and develop. We recognise that nobody is perfect, and mistakes will be made. It is important that no one is criticised for making mistakes as this does not assist them to develop their skills. The longevity and continual improvement of the sport is dependent on players, coaches and referees wanting to participate.

This framework is designed to manage breaches of our Codes of Conduct. It is expected that this framework is applied consistently and fairly.

4. Basketball ACT's commitment

Basketball ACT is developing strategies to ensure a safe environment for all people within our facilities by implementing a spectator warning and ejection card system. To support the implementation of this new system Basketball ACT will:

- Where possible, roster a mix of experienced referees across the games on game day to ensure each game can attempted to be evenly supervised.
- Share incident and/or relevant information and feedback with clubs to create awareness. Clubs/teams are encouraged to use this information to improve club culture and encourage suitable behaviour. There may be instances where Basketball ACT deem action is warranted by the club/team, and if so, any requirements will be communicated.
- Notify clubs when a member has been issued a warning or an ejection card outlining the associated penalties.

5. Communication Protocols

We understand that communication between referees, teams, and Court Supervisor's is important in all junior age groups to facilitate learning, however, there are situations where some parties to the communication are still developing communication skills to effectively respond and engage.

The majority of our referee community are adolescents who range from 13 to 18 years of age and are going through major social and physical changes. Communication with ALL referees, including adolescents should be age appropriate, respectful, and constructive.

If a referee is comfortable with questions during dead ball periods of a game (based on their experience or accreditation) this can be identified and trialled. The referee can revoke this permission if questions are not asked at an appropriate time or manner by notifying the referee coaches and court supervisor.

As such the following protocols will be enforced:

- For all games with Trainee and Y1 referees (teal/grey and green/grey) coaches can only direct a question to the referee coach or court supervisor. Under no circumstances can you approach and question the official.
- For all games that have a Y2+ referees (black/grey) referee, coaches or captains can respectfully ask the official a question about a call. To respectfully ask infers that the question is:
 - Asked during a dead ball period and not interrupting another action.
 - Is not asked in an aggressive, overly demonstrative, or prolonged manner, and
 - Ends when the official has provided a response.
 - i.e., ask once, get a response, move on.
- Referees are expected to respond and engage with mutual respect to questions and feedback from coaches. Coaches are encouraged to speak with the Court Supervisor or Referee Coach should they have concerns or feedback in relation to the referee's communication.

Not agreeing with a referee decision IS NO EXCUSE FOR ABUSE!

6. Club responsibilities

All clubs must ensure that all persons under its control comply with Basketball Australia National Integrity Framework, Junior Competitions By-Laws & Code of Conduct.

Club Team personnel (coaches and/or team managers) each have a responsibility to address any inappropriate behaviour from within their team (players, spectators, volunteers).

Team managers will be the first point of contact for Basketball ACT staff, when addressing unacceptable behaviour due to the existing relationships with team players, parents, spectators, and volunteers. If there is no team manager staff will engage with the coach.

Team managers (or coach) may be asked to speak directly with people involved in the first instance. Team managers or coaches may be asked to provide names of offenders to staff.

Basketball ACT Court Supervisors and Referee Coaches will report to Basketball ACT Competition Management all instances where enforcement of this framework is met with resistance.

6.1. Responsibilities of Club Team Coaches and Team Managers

- Be identifiable and present on the team bench for the duration of the game.

- Follow the direction of the Court Supervisor or referee coach if asked to speak to club or team spectators in relation to their behaviour and adherence to the Codes of Behaviour.
- Liaise with and work together with the Court Supervisor and referee coaches to remove spectators who refuse to adhere to the Code of Conduct.
- Confirm the identity of suspended persons if they are present in a venue when asked by the Court Supervisor, Referee or Referee Coach.

7. Incident Reporting Framework

Reports can be made in the following ways:

7.1. At the time of the alleged prohibited conduct

Team Managers and/or Coaches are to cooperate with the Court Supervisors and Referee Coaches to address poor spectator behaviour. This includes providing the name of the spectator to allow the Court Supervisor or Referee Coach to complete a report. If the name of the person is unknown the team manager or coach is asked to at least provide the name of the player the spectator is associated with.

7.2. Warning and Ejection Cards

Court Supervisor's or Referee Coaches are to cooperate with the team manager or coach to hand out warning and ejection cards which will be given to spectators to make sure we work together to stop the consistent behavioral issues within our sport.

7.3. Code of Conduct Report

The Code of Conduct Report is in place for referees, referee coaches and/or court supervisor. They are to fill this form out for all issues that are out of control during the game i.e. game issues, spectator issues and coach issues that have not been penalized within the game.

7.4. Complaints & Reports

A written complaint can be submitted by any person via their club – see the Basketball ACT Policies and Procedures webpage.

Basketball ACT has a Member Protection Information Officer who can assist to provide the options available – see the Basketball Australia National Integrity Framework.

8. Spectators Code of Conduct

- Remember 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 decisions. If there is a disagreement, follow the appropriate procedure in order to query the decision.
- Never ridicule or scold a child for making a mistake during a competition. **Be positive.**

- Condemn the use of violence in any form, be it by spectators, coaches, or players.
- Show respect for your team's opponents 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.
- Avoid use of derogatory language based on gender, race, or impairment.
- Realise that there are consequences for breaches of these Codes of Conduct, some of which are severe.

9. Warning and Ejection Cards

Unacceptable behaviour that occurs within the context of a game (Scorebench, parents or spectators) will be dealt with by use of a warning card or an ejection card.

Scorebench or Spectators can be issued with warning and ejection cards.

The following occurrences are considered instances that warrant a warning card but are not limited to:

- Aggressive or excessive motioning of the arms, holding arms in the air following a call for a prolonged period of time.
- Aggressive or sarcastic hand claps directed at an official or opposition player or showing resentment for a call or non-call.
- Running towards or aggressively approaching a referee or opposition player.
- Aggressively shouting a reaction to a call or using profanity or swearing at a referee.
- Extended or prolonged complaining about or questioning a call, particularly after being told to stop.
- Aggressively or unnecessarily attempting to demonstrate actions such as travelling or verticality after a foul call.
- Not responding to a warning by repeating the action (or some other disrespectful action).
- Taunting other spectators.

9.1. Warning and Ejection Cards Process

The intent of the warning card is to de-escalate a situation either by creating awareness of an occurrence or by issuing a penalty. The purpose of issuing an ejection card is to take the problem away from the game so it can continue. The Court Supervisor/Referee Coach will be responsible for monitoring the on-court occurrences by using the Warning and Ejection.

Cards procedure as follows:

1. Identify person of unacceptable behaviour.
2. Identify what team the person is affiliated with.
3. Court Supervisor/Referee Coach talks to team coach/manager of team.

4. Court Supervisor/Referee Coach then talks to the person to issue the warning card.
5. Court Supervisor/Referee Coach then talks to the person with the team manager/coach made aware, to then issue the ejection card.
6. The person then has now been asked to leave the proximity of the court. If the person does not leave within 2 minutes of the occurrence, the game will result in a forfeit for the team they are associated with (as per section 11.3.2 (d) of the Junior Competition Rules and By-Laws)
7. Court Supervisor/Referee Coach to submit a report through the Code of Conduct - Spectator Report form for every warning/ejection card handed out.
8. If the behaviour is severe or continued after the offender was ejected the Court Supervisor/Referee Coach will submit a Code of Conduct Report

While it is preferable to firstly give a verbal warning to person. There will be scenarios where a warning card will be given immediately if the behaviour is considered excessive or past the point of de-escalation. There will also be scenarios where an ejection card will be given without a verbal warning or warning card being issued first.

10. Green Whistle Policy

- Basketball ACT has over 65% of referees who are under the age of 18 years. Therefore, it is inevitable that some of these children are being exposed and subject to negative and abusive behaviours, in an environment that is meant to be fun, safe, and nurturing.
- Adults that lose perspective in a competitive environment can have harmful effects on the participants, specifically children who are under the age of 18 years.
- Unfortunately, at times spectators, coaches and players cannot tell if a referee is over or under the age of 18 just by looking at them or by judging their ability.
- With this in mind Basketball ACT have introduced the Green Whistle Program that identifies all referees that are under the age of 18 years. Each referee under the age of 18 years will be identified by wearing a green whistle and green lanyard.
- The Green Whistle Program will be incorporated into the Behavioural Management Framework as a significant step in identifying and protecting our young referees.

11. Additional Information

Basketball ACT Behaviour Framework also consists of:

- Basketball Australia National Integrity Framework
- Basketball ACT Codes of Behaviour
- Basketball ACT Disciplinary Tribunal By-Laws
- Basketball ACT Conditions Entry
- Basketball ACT Junior Competitions By-Laws



11. Appendices

Appendix 1 – Officiating Guidelines

Appendix 2 – Completing and Official Report

APPENDIX 1 – OFFICIATING GUIDELINES

Officials (Basketball ACT staff, referee coaches, and referees) should apply the behaviour guidelines within this framework consistently, fairly and with respect for the game.

It is important to recognise that basketball is an emotive sport. Players and coaches may yell, swear, show frustration. What is important is that this is not excessive, continual, or directed at an official or individual. There is no excuse for abuse.

A proper question asked within the guidelines should be responded to with a proper response.

Responsibility of Court Supervisor

The Court Supervisor is the first point of contact for resolving conflict and appropriately dealing with any disruptive situation in the stadium by working with the club personnel to remind all people within the venue of the requirement to adhere to expected behaviour standards outlined in the Code of Conduct.

The Court Supervisor has a duty of care to the referees and participants to enforce the guidelines when the person is not in position or not aware of the incident. The Court Supervisor interaction and communication with others always should be age appropriate, respectful, and constructive.

In enforcing the behaviour guidelines, the Court Supervisor must:

- A first point of call relating to competition and facility matters for Basketball ACT stakeholders attending the venue.
- Maintain a high level of customer service, ensure all set-ups are completed in a timely manner and incorporate all operational requirements.
- Ensure all facilities are utilized only in accordance with bookings and health and safety requirements at all times.
- Continually check all equipment and facilities for actual or potential breakdowns and problems.
- Respond to member/customer requests in a professional manner.
- Act promptly and decisively on safety and security matters, especially in an emergency
- Initiate appropriate action in the event of injury, accidents and other issue involving members/customers.
- Refer more complex matters to the Competitions Team or relevant department when they are available.
- Actively participate in the implementation and delivery of policies, guidelines, and other resources.

Work collaboratively as part of a high performing team/organisation, establishing and maintaining effective partnerships with key internal and/or external stakeholders to deliver high quality business outcomes.

The Referee Coach has the authority to:

- Intervene if the referee's do not have game control. [Speak to referees at breaks about incidents that have been risen.]
- Stop the game if they consider the referees do not have game control.
- If behaviour from spectators of coaches is getting out of control to stop and take them away from a conflicted scenario.

Responsibility of the Coach and/or Team Manager

- Encourage fair play.
- Thank the officials and opposition after the game – teach your players to do the same.
- Understand and uphold the Code of Conduct.
- Be responsive to court supervisor engagement and work together to address unacceptable standards of behaviour from your team's entourage.
- Provide the Court Supervisor with any relevant information to be included in their Court Supervisor End of Shift Report that are provided to Basketball ACT.
- Confirm is suspended persons are present in venues if asked by the Court Supervisor.



APPENDIX 2 – OFFICIAL REPORT

It is important to remember that you are the "eyes and ears" of the Disciplinary Tribunal and your report must reflect only information related to the incident.

You must differentiate between the "offense" and the "incident" when making a report. The "offense" is a classification according to the laws of the game of a player's misconduct; the "incident" is what the player actually did at the time they committed the offense.

A report should be completed within 24 hours (ideally on the same day as the game) but first let your emotions and adrenaline settle:

- Write your thoughts and the key information as soon as possible to assist you later.
- If needed, talk to the Court Supervisor or Referee Coach to see if your position can be covered for a couple of minutes.
- Refocus before you return to the court.

The ABC's of Report Writing

- A. Be **ACCURATE** - in reporting the incident avoid confusing or conflicting statements. Make sure the stated offense matches the incident described. Double-check the player information.
- B. Be **BRIEF** - you are required to report only the incident leading to the caution or sending off. Information about the state of the playing surface or climatic conditions should be included only if you feel they play a part in the incident described.
- C. Be **CLEAR** - stick rigidly to a description of the incident, e.g., a kick in the groin, a punch in the face, etc.; it is not for you to pass judgment. The Tribunal will make a judgment from the information you provide.

Structuring the report

1. Be factual and avoid conjecture.
2. Ensure you report the right player(s). When both teams are involved in an incident – who were the main antagonists – they need to be reported, even if you report the team as well.
3. What happened?
4. What type of breach was it (what you saw occur)?
5. Where was the ball, play in reference to the incident?
6. Where on the court did the incident take place (include if in the play or off-ball)?
7. What position were you in, in relation to the incident?
8. At what minute in the game did this occur (what period and how much play had passed) and how long did the incident last?
9. Other details needed in the report to assist the Tribunal:
 - a. Initial response to incident – was player given a caution, tech foul, ejected, game called off, police called...whatever occurred to resolve the incident.
 - b. Additional information depending on type of incident:
 - i. If the player fouled, the part of the body that was struck.

- ii. Was the ball in play or not?
- iii. Did anyone receive medical treatment?
- iv. Was anyone disqualified/ejected – if so, what occurred?
- v. Were you required to separate the teams to depart?
- vi. Were you required to call the police?

