



NORTH HARBOUR CODE OF CONDUCT – MANAGER

NORTH HARBOUR CODE OF CONDUCT – MANAGER / OFFICIALS

	This document applies to all Managers/Officials of Badminton North Harbour representative teams
Scope	The purposes of this code of conduct are: <ul style="list-style-type: none">• To ensure and maintain an orderly and fair administration and conduct for all Badminton North Harbour and/or Badminton New Zealand sanctioned tournaments/events, and to protect the player's rights and the respective rights of Badminton North Harbour, sponsors and the public.• To uphold the good name of Badminton North Harbour and the integrity of the sport of badminton worldwide.
Effective Date	September 2021

Section 1: Responsibilities

Whilst representing Badminton North Harbour, all managers and officials shall agree to comply with the code of conduct as follows	<ul style="list-style-type: none">• No manager or official shall indulge in unacceptable behavior, whilst participating in any activities associated with Badminton North Harbour.• Undertaking any actions or omissions or making comments (verbal, written, or by whatever medium) that could bring the reputation of Badminton North Harbour, or any member or representative of Badminton North Harbour, into disrepute• Without in any way limiting the generality of the term 'unacceptable behaviour', examples of such behavior are set out below:<ul style="list-style-type: none">○ Abusing an official, player, spectator or other person, either verbally or physically.○ Disputing (distinct from questioning) an umpires and/or line judge's decision or reacting in an obviously provocative or disapproving manner following such a decision.○ Using crude and/or abusive language, or making gestures or signs, with the hand and/or racket/shuttle which commonly have an obscene or offensive meaning.○ Not abiding by the rules and laws of badminton as defined by Badminton New Zealand, Badminton World Federation and the competition regulations of an event.○ Any use or possession of illegal drugs or substances.○ Excessive consumption of alcohol, which either negatively impinges on the players on and off-court performance or the reputation of Badminton North Harbour.○ Contravening Badminton North Harbour's Constitution and/or rules.○ North Harbour branded clothing MUST BE WORN for all ties and official managerial/official duties while representing Badminton North Harbour.• Any unacceptable behavior which is not resolved at the time, in reference to a player, coach, official or manager, shall be reported within two weeks of the event, by the manager/official to the Chief Executive of Badminton North Harbour. If the situation cannot be resolved by the Chief Executive, the Board or any sub-committee set up by the Board for the purpose, will adjudicate in accordance with the
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rules of Badminton North Harbour and the policy on Misconduct and Disciplinary Procedures of Badminton New Zealand.

- The said Board/sub-committee has the power to impose penalties as it thinks appropriate in the circumstances. Any manager/official/player/coach affected by such a decision may appeal against the decision to Badminton North Harbour and/or Badminton New Zealand in accordance with the rules of that body. Such appeals shall be made in writing.
- Any officials associated with a junior team or junior players, must sign this Code of Conduct document and a Character Declaration Document confirming they understand what is expected of them in their role and that they are a fit and proper person to accompany a junior representative team and/or players.
- Understand the additional vulnerability of some children (players) due to disability, lack of effective communicative skills, and negative self-image.
- Any official associated with a Badminton North Harbour team, programme or event may be requested to agree to a Police vetting check if required. Failure to agree to this will mean that official is unable to be involved in any Badminton North Harbour team, programme or event until such time as the Police vetting has been completed and approved.

It is a managers/officials duty in their role to maintain high standards of integrity, including operating within the rules of the sport (badminton) and the spirit of fair play.

1. Be a positive role model for the sport of badminton and your players
 - a. Ensure that players time spent with you is a positive experience.
 - b. Be fair, considerate and honest with players.
 - c. Offer players encouragement and positive feedback when appropriate.
2. Protect your players from any form of personal abuse
 - a. Refrain from any form of verbal, physical or emotional abuse towards your players.
 - b. Refrain from any form of sexual or racial harassment, whether verbal or physical.
3. Develop an appropriate working relationship with players based on mutual respect and trust.
 - a. Not only refrain from initiating a sexual relationship with a player, but also discourage any attempt by a player to initiate a sexual relationship with you, explaining the ethical basis for your refusal (see the **Badminton North Harbour Child Protection Policy** for further information and explanation).
 - b. Always work in an open environment, avoiding private or unobserved situations.
 - c. Maintain a safe and appropriate distance from players, unless an explanation (by Manager) and verbal permission (by player) has been given.



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	<p>4. Be familiar with and know where to find the Badminton North Harbour Child Protection Policy. Ensure that this policy has been read and agreed to by you via Badminton North Harbour’s Health and Safety portal or as a hard copy issued to you by the Designated Person for Child Protection.</p> <p>a. This policy includes but is not limited to:</p> <ul style="list-style-type: none"> i. Badminton North Harbour’s responsibilities and expectations of how staff should respond to and act around children. ii. Protecting your players from any form of personal abuse. iii. Developing an appropriate working relationship with players based on mutual respect and trust. iv. Ensuring a safe distance is kept from players, unless an explanation (by coach) and verbal permission (by player) has been given. v. More detailed information can be found in the Badminton North Harbour Child Protection Policy..
Breaches	<ul style="list-style-type: none"> • Any breach of this policy will be treated seriously by BNH and may result in disciplinary action up to and including removal from the position

Document Control

Policy Number	POL 0085	Effective Date	Nov 2021
Review Cycle	Bi-Annual	Review Date	Nov 2023

Version Control

Version No.	Version Date	Document Author	Change Description
V0.2	Nov 2021	Karen Blank	Updated to new format