



KINGBOROUGH PICKLEBALL CLUB Inc

# CODE OF CONDUCT

**FOR MEMBERS  
& VOLUNTEERS**

## 1.0 Purpose

### *The Purpose of this Code is:*

- to provide members of the Kingborough Pickleball Club (KPC) with guidance on the standards of behaviour that are expected of them when they are participating in KPC organised activities (social play, competitive play, tournaments or any other KPC aligned events...) and when they are dealing with fellow KPC members, partners/families, the public, children, young persons and vulnerable adults
- to provide non-members (including guests, visitors and volunteers) with guidance on their involvement in KPC activities

## 2.0 Commitment

This code demonstrates the shared commitment by the KPC Committee and members, guests, visitors and volunteers to work together in a manner consistent with the Club's Principles and Ideals in achieving the goals of the KPC.

## 3.0 Application

It is expected that this Code of Conduct will be strictly observed by all KPC members at all times and by non- members when participating in KPC organized activities.

## 4.0 Principles

### 4.1 RESPECT, FAIRNESS AND SUPPORT

#### 4.1.1 Members of the KPC

The KPC is committed to maintaining and promoting a supportive environment within which its members:

- will treat fellow members, their partners/families, guests and volunteers with respect and dignity
- will not discriminate against, bully or harass fellow members, partners/families, guests or volunteers on the basis of age, gender, ethnicity, disability, language, national origin, race, religion, sexual orientation, education, political beliefs, marital or family status and socio-economic status (see Appendix 1 for further details)
- will respect the knowledge, insight, experience and expertise of fellow members, those with whom the KPC has entered into partnerships and other relevant third parties will act with consideration, good judgement and high moral ideals in all interpersonal relationships with fellow members of the KPC, other Clubs and with those outside the Pickleball arena
- will demonstrate a high degree of personal responsibility

and be accountable for their behaviour and actions at all times

- will not, while involved with KPC or in other Club organised activities, promote their own personal beliefs, behaviours or practices where these are incompatible with the basic principles of respect, truth, dignity and fairness
- will act in a manner always upholding the name of the KPC

#### **4.1.2 Non-Members**

The KPC is committed to maintaining and promoting a professional environment within which non-members (including partners/families of members, KPC guests and volunteers), participating in any KPC organized activities:

- will treat KPC members and their partners/families, other guests and volunteers with respect and dignity
- will not discriminate against, bully or harass KPC members, their partners/families, KPC guests or volunteers based on age, gender, ethnicity, disability, language, national origin, race, religion, sexual orientation, education, political beliefs, marital or family status and socio-economic status (See Appendix 1 for further details)
- will respect the knowledge, insight, experience and

expertise of KPC members and other KPC guests and volunteers

- will act with consideration, good judgement and high moral ideals in all interpersonal relationships with members of the KPC and other KPC volunteers and guests participating in KPC activities
- will demonstrate a high degree of personal responsibility and always be accountable for their behaviour and actions
- will not, while involved with KPC or in other Club organised activities, promote their own personal beliefs, behaviours or practices where these are incompatible with the basic KPC principles of respect, truth, dignity and fairness

## **5.0 Privacy and Confidentiality**

Members, and non-members involved in KPC activities, will always respect the absolute right of each individual to personal privacy and maintain confidentiality in compliance with privacy legislation.

## **6.0 Working with Children, Young People & Vulnerable Adults**

**6.1.1** KPC members and/or volunteers participating in KPC organized activities that involve interaction or working with children or other vulnerable people will:

- maintain a current Working with Vulnerable People card

- ensure as far as practicable that an adult is not left alone with a child or other vulnerable people
- take all reasonable steps to protect children and other vulnerable people from abuse promote the cultural safety, participation and empowerment of children with Aboriginal, culturally and/or linguistically diverse backgrounds
- report any allegations of child abuse to the Club Committee and where determined appropriate, ensure that any allegation is reported to the police
- report any child safety concerns to the Club Committee
- if an allegation of child abuse is made, ensure as quickly as possible that the child is safe. encourage children to “have a say” and participate in all relevant organisational activities where possible, especially on issues that are important to them

**6.1.2 KPC members and/or volunteers** participating in KPC organized activities that involve interaction or working with children or other vulnerable people will not:

- develop a relationship with children or vulnerable others that could be interpreted as favouritism
- exhibit behaviour with children which may be construed as unnecessary physical contact put children at risk of abuse
- engage in open discussions of a mature or adult nature in the presence of children use inappropriate language in the presence of children
- express personal views on cultures, race or sexuality in the presence of children discriminate against any child, including because of culture, race, ethnicity or disability ignore or disregard any suspected or disclosed child abuse
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**6.2 KPC members and/or volunteers** participating in KPC organized activities that involve interaction/working with young people or vulnerable adults will:

- treat all young people and vulnerable adults with respect and dignity
- be courteous to all young people and vulnerable adults treating them as individuals respect the rights and worth of every person regardless of their age, race,

gender, ability, cultural or linguistic background, sexuality or religion.

- oppose at all times any form of discrimination, oppression or exploitation of young people and vulnerable adults, and preserve their rights
- ensure that all activities are conducted in a safe environment
- report any safety concerns to the Club Committee

## **7.0 Collaboration/Collegiality**

All members of the KPC will be expected, where appropriate, to:

- work/collaborate with other local, intra and interstate Clubs on relevant programs and activities
- assist in the transfer and sharing of knowledge to help disseminate learning and good practice across KPC and Pickleball aligned entities in general, to provide relevant and effective services to our community in general and to those most in need in our community

## **8.0 Complaints/Grievance Procedure**

This Code of Conduct establishes the principles for all KPC members, guests, visitors and volunteers to adhere to. It encourages trust and respect from its members and non-members involved in its activities. However, it may not cover every issue that may arise. The KPC has therefore

established a complaints/grievance procedure for members and non-members to follow should they experience or be a witness to a breach of this Code of Conduct.

## Appendix 1

### **Respect and Fairness**

The KPC recognizes bullying as behaviour that may be characterised as offensive, intimidating, malicious or insulting, an abuse or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Bullying is essentially repetitive behaviour and does not need to be deliberate; someone may demonstrate bullying behaviour, which falls within the above definition, without intending to. Whichever form it takes, it is unwarranted and unwelcome to the individual and will often cause embarrassment, fear, humiliation or distress to an individual or group of individuals.

Bullying often results from a misuse of individual power derived from status/position, physical strength or force of personality. It can also arise from collective power arising out of the strength of numbers.

The KPC recognises as harassment any unwelcome verbal or physical behaviour, including sexual advances, when the unwanted conduct has the purpose or effect of either violating another person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that person.

Harassment does not need to be deliberate and may consist of a single or one-off incident; someone may harass another person without intending to. In some situations, where the unwanted conduct is serious, a single incident may constitute harassment. In other situations, conduct may become harassment if it is repeated or sustained.

The following list provides examples of the types of behaviour which can amount to harassment, although the list is by no means, exhaustive:

- **Unwelcome physical contact or physical interaction:**  
This may range from unnecessary touching or brushing against another's body, physical assault/threats, insulting or abusive behaviours or gestures. This may also encompass invading someone's 'personal space' by standing very close to him/her where this is unnecessary.
- **Unwelcome verbal conduct:** This may include the making of remarks and comments about appearance, lewd comments, sexual advances, innuendo and banter, the making or repetition of offensive or stereotyped comments, jokes or songs, the making of threats or the making of patronising comments.
- **Unwelcome written or visual interaction:** This may include sending unwelcome emails, text messages, notes or pictures, displaying or sending offensive material via email/social media/websites/blogs etc.

## **Harassment, bullying and victimisation of members, or by members by electronic methods**

Given the degree of current reliance upon electronic means of communication it should be specifically noted that harassment, bullying and victimisation by members by electronic means is also unacceptable. For example, this might involve:

- Sending e-mails, text messages, other social media platforms etc... (with or without attachments) which breach the terms of this Code of Conduct
- Inappropriate copying of e-mails, texts, photos etc... to parties not seen as relevant to the discussion, as a way of intimidating or inappropriately gaining leverage over fellow members, their partners/families, guests and volunteers.

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