



Code of Conduct

May 2020

Our priority as a club is to foster and promote safe spaces. Our code of conduct is a reflection of that purpose.

QBA provides the following policies and consequences for any breach of the policies, to ensure full understanding of behavioural expectations for the benefit of all members.

Each member is required to comply with code of conduct in order to participate in QBA activities and evidence their understanding and acceptance of these policies by signing the form provided at membership registration.

The Code

- No language or behaviour that discriminates, harasses, seeks to marginalise or causes offence to the LGBTIQ+ community.
- No racist language or behaviour.
- No language or behaviour that discriminates, harasses, seeks to marginalise or causes offence to those with a disability.
- No aggressive language at practices or games.
- No abuse or disparaging remarks towards any members either by a verbal defamation, or any form of a physical threat.
- Sexual harassment is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, verbal or written. It can include:
 - Comments about a person's private life or the way they look
 - Sexually suggestive behaviour, such as leering or staring
 - Brushing up against someone, touching, fondling or hugging
 - Sexually suggestive comments or jokes
 - Displaying offensive screen savers, photos, calendars or objects
 - Repeated requests to go out
 - Requests for sex
 - Sexually explicit emails, text messages or posts on social networking sites



Sexual harassment is not consensual interaction, flirtation or friendship. Sexual harassment is not behaviour that is mutually agreed upon.

Disciplinary Action

If the Board is of the opinion that a member has refused or neglected to comply with the code of conduct, the Board may resolve to expel a member or suspend their membership. The Board shall evaluate the evidence, giving consideration to the specific conditions under which the events occurred and generally all the circumstances. An appeal to the decision made by the Board can be requested in writing within 48 hours after the hearing.

Appeal

An appeal is heard at a special general meeting of the members. At the appeal, the Board shall present the evidence and their decision to the members, the appellant shall have the right to speak and a vote to ratify or overturn the Board's decision shall be made by the members.

Ratification

This code of conduct has been ratified by the Bushrangers Basketball.

Bushrangers Basketball acknowledges the Traditional Owners of the lands where we play basketball and gather, we pay respect to their Elders – past, present and emerging.

