

TOWNSVILLE BASKETBALL INCORPORATED (TBI)

Code of Conduct – Staff and Volunteers

Aligned to QFCC Standards 2 & 8 – Children's Participation / Safe Physical and Online Environments

Policy Owner: General Manager

Approved by: TBI Board of Directors

Next Review: February 2027

Purpose

This Code of Conduct outlines the expected standards of behaviour for all staff and volunteers involved with Townsville Basketball Incorporated (TBI) It aims to create a safe, positive, and inclusive environment consistent with TBI's Child Safe and Member Protection Policies.

Expectations of Behaviour

- Act respectfully and professionally at all times.
- Follow all TBI policies and procedures including child safety and privacy obligations.
- Never engage in inappropriate physical or verbal contact with children.
- Report any suspected abuse, neglect, or misconduct immediately.
- Complete mandatory training and maintain a valid Blue Card.
- Uphold the reputation of the association at all times.

Breaches of the Code

Breaches of this Code of Conduct may result in disciplinary action, which may include suspension, termination of engagement, or referral to external authorities such as Basketball Queensland or the Queensland Police Service, depending on the severity of the breach.

Reporting

All concerns or breaches should be reported to the General Manager or Child Safety Officer as soon as possible. Reports will be handled in accordance with the TBI Complaints, Reporting and Responding Procedure.

References

- Child Safe Policy
- Member Protection Policy
- Complaints, Reporting and Responding Procedure
- QFCC Child Safe Standards (2024)

Document Control and Version History

Version	Date Approved	Approved By	Policy Owner	Next Review Date	Summary of Changes
1.0	February 2026	Board of Directors	General Manager	February 2027	Initial issue