



BAULKHAM HILLS NORTH BASKETBALL CLUB

Behavioural Management Policy		Approval Date:	01/11/2024
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		Version No:	1
	Sign:	Name:	
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PURPOSE

This policy aims to establish a safe, respectful, and enjoyable environment for all participants in our BHN basketball club, including players, coaches, parents, and spectators.

Adhering to BHN Basketball Club's Core Values

Core Values for BHN Basketball Club

1. Respect

- Show appreciation for teammates, coaches, opponents, and officials by treating everyone with courtesy, making the game enjoyable for all.
- Embrace diverse ideas and efforts, creating a positive, inclusive environment that celebrates each person's contributions.
- Honour the spirit of the game by playing fairly and demonstrating good sportsmanship, regardless of the outcome.

2. Kindness

- Cheer on teammates, recognizing their efforts and offering support to build each other up both in wins and challenges.
- Use encouraging words and actions, fostering a welcoming and friendly atmosphere for all players.
- Approach conflicts with understanding and a focus on finding solutions, strengthening relationships and team unity.

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3. Effort

- Bring your best self to every practice and game, showing commitment to growth and contributing to the team's success.
- Approach challenges with a "can-do" attitude, viewing mistakes as opportunities to learn and improve.
- Show dedication by being present and on time, setting a strong example of commitment to your team and personal development.

4. Integrity

- Play with honesty and respect for the game, embracing the joy of fair competition.
- Take ownership of your actions and outcomes, proudly setting a positive example for others to follow.
- Care for our club environment, teammates and resources, demonstrating respect for the facilities and equipment that help us thrive.

EXPECTATIONS OF PLAYERS:

Expectations Positive Participation for Players:

- **Respectful Interaction**
 - Listen actively to coaches and teammates, showing appreciation for each other's ideas and perspectives.
- **Kindness and Inclusion**
 - Treat everyone with kindness, ensuring a safe and welcoming environment. We do not tolerate any form of unkind behavior, including harassment or intimidation, whether verbal, physical, or emotional.
- **Positive Language**
 - Use encouraging and appropriate language at all times. Let's keep our words uplifting and free from any offensive or inappropriate language.
- **Positive Attitude**
 - Bring a positive mindset to practices and games, uplifting your teammates. Embrace challenges with an open mind, seeing mistakes as steps toward growth.

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- o **Honest and Fair Play**

- Play with integrity, always respecting the rules of the game and valuing fair competition. Show respect for referees by accepting their decisions graciously.

By following these principles, we create a supportive and positive environment for everyone involved.

Consequence Reinforcement and Accountability for Team Conduct for Players:

1. First Reminder: Verbal Informal Notice

- o Coaches or team managers will provide a verbal reminder to the player (or parent/spectator), explaining the behavior in question (e.g., inappropriate language or unkind actions). The goal is to encourage understanding and growth by discussing the impact of these actions.

2. Second Reminder: Written Notice

- o A written notice will be provided to the individual, detailing:
 - The behavior observed and how it differs from our team values (e.g., repeated language concerns or unkindness).
 - A gentle reminder of our expectations going forward.
 - Information about possible next steps, such as a brief pause in participation, should the behavior continue.
 - This notice will also be shared with the player's parents/guardians.

3. Third Reminder: Reflective Suspension

- o The player may have a short break from practices or games (e.g., one game or a week) to reflect on their actions.
- o A collaborative meeting with the player, parents/guardians, coach

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Expectations of Coaches:

Expectations for Professional Conduct for Coaches:

- **Leadership by Example**
 - Uphold and model respectful behavior and sportsmanship consistently.
 - Demonstrate a strong commitment to fostering the growth and development of every player, regardless of their current skill level.
- **Player Development**
 - Ensure equitable playing time for all players during games, promoting fairness and inclusion.
 - Provide constructive feedback aimed at enhancing skills and encouraging personal growth, emphasizing the potential in each player.
- **Clear & Open Communication**
 - Foster open and transparent communication with players and parents, ensuring everyone feels heard and valued.
 - Address concerns directly and constructively, remaining objective and setting aside personal biases.
 - Maintain a positive tone, refraining from negative comments towards players, including your own child.
- **Conflict Resolution**
 - Handle disputes among players or between players and parents promptly and equitably, ensuring a fair resolution that aligns with our team values.

By adhering to these expectations, we create a positive, supportive, and constructive environment for everyone involved in our program.

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Consequences for Policy Violations by Coaches

1. First Reminder: Verbal Warning

- The coach will receive a verbal warning from the club manager or board member, clearly addressing the specific behavior that contravened club policy (e.g., disrespectful language or failure to provide equitable playing time).

2. Second Reminder: Written Warning

- A formal written warning will be issued, detailing:
 - The specific behavior that was identified as problematic.
 - Clear expectations for improvement and alignment with club values.
 - A reminder of the potential consequences for any further violations.

3. Third Reminder: Temporary Suspension

- The coach may face a suspension from coaching duties for a defined period (e.g., one week or one game).
- A meeting will be convened with the coach, Executive Team Members to discuss the violations and collaboratively develop a plan for improvement.

4. Immediate Action for Serious Violations

- For serious infractions, such as:
 - Physical altercations with players or parents
 - Serious misconduct (e.g., harassment, discriminatory remarks)
 - Severe breaches of trust (e.g., neglecting player safety)
 - Ethical violations (e.g., favouritism, conflict of interest)
- The coach will be suspended immediately, pending a thorough review by management.

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- An investigation will be conducted, allowing the coach the opportunity to present their perspective.

5. Permanent Removal from Coaching Role

- In cases of repeated violations or particularly egregious behavior, the coach may face permanent removal from their coaching position.
- This decision will involve a comprehensive review by management and may include input from players, parents, and fellow coaches.
- The coach will be informed of the decision and provided with a clear rationale for the action taken.

By implementing these measures, we maintain a professional and respectful environment that upholds the values and integrity of our club.



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Expectations of Parents and Spectators - Games & Trainings:

Expectations for Positive Behavior from Parents and Spectators:

- **Fostering a Supportive Environment**
 - Encourage your child to maintain a positive attitude during games and practices, and avoid making negative comments.
 - Show respect for coaches, managers, and referees; any concerns should be directed to the team manager.
 - Refrain from negative comments toward players, including your own child.
 - Yelling or making negative comments toward referees or members of the opposing team is unacceptable.
 - Please do not approach minors (under 18) to provide any feedback or criticism.
 - Avoid approaching referees (including those training to be referee in green shirts), other team managers, or coaches with any feedback or criticism.
 - If issues arise, please discuss them directly with your team coach and manager, who will then engage with a supervisor from Hills Hornets (red shirts).
- **Role Modeling Positive Behavior**
 - Demonstrate good sportsmanship and respect for all participants, including opposing teams and officials.
 - Avoid any behavior that may be perceived as disrespectful or disruptive to ensure a positive atmosphere for everyone involved.
 - To foster a positive and respectful environment during trainings and games, we have established the following expectations for parents and spectators:
- **Adhere to Designated Roles:**
 - Parents and spectators are not permitted to sit on the bench during games or training(s).



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- o Only managers and coaches are authorized to interact directly with players and address any concerns with Hills Hornets officials, specifically the “red shirts.”
- **Supportive Language:**
 - o Parents and spectators are encouraged to use supportive language when discussing players, coaches, teammates, referees, and the opposing team.
 - o Remember that your words significantly influence how your child perceives the situation and their experience in the sport.
- **Promoting a Positive Atmosphere:**
 - o Recognize that everyone involved—players, coaches, referees, and teammates—is continually learning and developing their skills. It is vital to encourage a culture of support, understanding, and patience, especially when mistakes occur.
 - o This approach helps build resilience and a love for the game in our children.

By adhering to these expectations, we can collectively create a positive and respectful environment for our children to grow and thrive in sports.

Consequences for Policy Violations by Parents and Spectators:

1. First Offense: Verbal Warning

- The manager or coach will provide a verbal warning regarding the specific behavior that violated club policy (e.g., disruptive behavior or inappropriate comments).

2. Second Offense: Written Warning

- A formal written warning will be issued, outlining:
 - The specific behavior that was identified as problematic.
 - Clear expectations for future conduct and adherence to club values.
 - Potential consequences for any further violations.

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3. Third Offense: Temporary Suspension from Events

- The individual may be suspended from attending a specified number of games or events (e.g., one or two games).
- A meeting will be held with the individual, management and potentially the coach to discuss the violations and outline expectations for future behavior.

4. Serious Violations: Immediate Removal

- For serious infractions, such as:
 - Physical altercations with other parents, players, referees, or officials
 - Threatening or abusive behavior
 - Persistent disruption during games
- The individual may be asked to leave the premises immediately, pending a review.
- A formal investigation will be conducted by Executive Team Members, and the individual will be informed of the outcome.

5. Expulsion from the Club: Permanent Removal from Club Activities

- In cases of repeated violations or particularly severe behavior, the individual may face permanent removal from all club activities.
- This decision will involve a thorough review by Executive Team Members and may include input from coaches and other parents.
- The individual will receive formal notification of the decision, including the reasons for expulsion.

By adhering to these guidelines, we ensure a positive and respectful environment for all participants and their families.

Expectations of Managers



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- **Upholding Club Policies**
 - Ensure that all members understand and adhere to club policies and values, fostering a unified environment.
- **Encouraging Positive Behavior**
 - Actively reinforce expectations and promote positive behavior among players, parents, and coaches, creating a supportive atmosphere.
- **Facilitating Conflict Resolution**
 - Serve as mediators in disputes, working collaboratively to resolve issues and maintain harmony within the club.
- **Establishing Feedback Channels**
 - Create opportunities for players and parents to share their feedback on club culture and behavior expectations, encouraging open communication and continuous improvement.

By embracing these expectations, managers can help cultivate a positive and respectful environment for everyone involved in the club.

Consequences for Policy Violations by Managers

1. **First Offense: Verbal Warning**
 - A club board member or higher authority will issue a verbal warning addressing the specific behavior that violated club policy (e.g., failure to enforce policies or disrespectful interactions).
2. **Second Offense: Written Warning**
 - A formal written warning will be issued, outlining:
 - The specific behavior that was problematic.
 - Expectations for improved conduct.
 - Potential consequences for any further violations.
3. **Third Offense: Temporary Suspension of Duties**
 - The manager may be suspended from their responsibilities for a specified period (e.g., one week or one month).

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- A meeting will be held with the individual and management to discuss the violations and set expectations for future behavior.

4. **Serious Violations: Immediate Suspension**

- For serious infractions, such as:
 - Neglecting responsibilities (e.g., failing to address misconduct)
 - Inappropriate behavior toward players, parents, or coaches
 - Ethical violations (e.g., favoritism or conflicts of interest)
- The manager will be suspended immediately, pending a review by management.
- An investigation will take place, allowing the individual to present their perspective.

5. **Expulsion from Management Role: Permanent Removal**

- In cases of repeated violations or particularly severe behavior, the individual may face permanent removal from their management role.
- This decision will involve a review by management, incorporating input from other managers, coaches, and stakeholders.
- The individual will receive formal notification of the decision, including the reasons for their removal.

By following these procedures, we ensure a professional and respectful environment that upholds the integrity of our club.

We appreciate your commitment to upholding these values and contributing to a positive experience for all!

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