



CODE OF CONDUCT

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Version 2.0

REVISION HISTORY

Revision #	Date	Revised By	Description
1.0	8/24/2008	Moreen Logsdon	ORIGINAL DOCUMENT CREATION
2.0	7/14/2009	Patrick Heron and Moreen Logsdon	UPDATED CODE OF CONDUCT AS PART OF ASSOCIATION MERGE

PREFACE

Commitment to ethical professional conduct is expected of Netball America Members (Members) including Officers and Board of Directors. It is expected that Members know and follow the Code. While the Code is specifically written for Netball America members, Officers and Board of Directors, we expect Netball America contractors, consultants and others who may be temporarily assigned to perform work or services for Netball America to follow the Code in connection with their work for us. Failure of a Netball America indirect member provider to follow the Code can result in termination of their relationship with Netball America.

This Code, consists of imperative formulated statements of personal responsibility and identifies the elements of such a commitment. It contains many, but not all, issues which members are likely to face.

Section 1 outlines fundamental ethical considerations, while Section 2 addresses additional, more specific considerations of member conduct. Statements in Section 3 pertain more specifically to individuals who have a leadership role, whether in the local associations, club, team or in a volunteer capacity such as with organizations like Netball America. Principles involving compliance with this Code are given in Section 4.

The Code shall be supplemented by a set of Guidelines, which provide explanation to assist members in dealing with the various issues contained in the Code. It is expected that the Guidelines will be changed more frequently than the Code.

The Code and its supplemented Guidelines are intended to serve as a basis for ethical decision making in the conduct of professional work. They may serve as a secondary basis for judging the merit of a formal complaint pertaining to violation of any member ethical standards.

It should be noted that although Netball is not mentioned in the imperatives of Section 1, the Code is concerned with how these fundamental imperatives apply to one's conduct as a Netball representative. These imperatives are expressed in a general form to emphasize that ethical principles which apply to Netball ethics are derived from more general ethical principles.

It is understood that some words and phrases in a code of ethics are subject to varying interpretations, and that any ethical principle may conflict with other ethical principles in specific situations. Questions related to ethical conflicts can best be answered by thoughtful consideration of fundamental principles, rather than reliance on detailed regulations.

WHAT IF I HAVE A CODE-RELATED QUESTION OR CONCERN?

If you have a question or concern, contact your Netball America at Netball@NetballAmerica.com .

NO RETALIATION

Netball America prohibits retaliation against any Member who reports or participates in an investigation of a possible violation of our Code. If you believe you are being retaliated against, please contact Netball@NetballAmerica.com

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I. SERVE OUR MEMBERS

Our members value Netball America not only because we deliver great services, but because we hold ourselves to a higher standard in how we treat users and operate more generally. Keeping the following principles in mind will help us to maintain that high standard:

a. Integrity

Our reputation as a company that our users can trust is our most valuable asset, and it is up to all of us to make sure that we continually earn that trust. All of our communications and other interactions with our users should increase their trust in us.

b. Responsiveness

Part of being useful and honest is being responsive: We recognize relevant member feedback when we see it, and we do something about it. We take pride in responding to communications from our users, whether questions, problems or compliments. If something is broken, fix it.

c. Take Action

Any time you feel our members aren't being well-served, don't be bashful -- let someone at Netball America know about it. Continually improving Netball America takes all of us, and we're proud that Netball America champions our members to take the initiative to step forward when their interests are at stake.

2. GENERAL MORAL IMPERATIVES

2.1 CONTRIBUTE TO SOCIETY AND HUMAN WELL-BEING

This principle concerning the quality of life of all people affirms an obligation to protect fundamental human rights and to respect the diversity of all cultures. An essential aim of members is to minimize negative consequences for the Sport of Netball, including threats to health and safety. When planning or organizing a tournament, league or Netball related event members must attempt to ensure that the products of their efforts will be accepted in socially responsible ways which will meet social needs and avoid harmful effects to health and welfare.

2.2 AVOID HARM TO OTHERS.

"Harm" means injury or negative consequences, such as undesirable loss of desire to play the sport, loss of property, property damage, or unwanted impacts on the Sport of Netball. This principle prohibits members to use Netball in ways that result in harm to any of the following:

- Players
- General public
- Officials
- Organizers
- Other Members

Harmful actions include intentional destruction or modification of scores, names of players, identifications, match forms, netballs, equipment and schedules leading to serious loss of resources or unnecessary expenditure of human resources such as the time and effort required to correct the harm done.

Well-intended actions, including those that accomplish assigned duties, may lead to harm unexpectedly. In such an event, the responsible person or persons are obligated to undo or mitigate the negative consequences as much as possible and can be investigated and reported to the Disciplinary Committee for further action. One way to avoid unintentional harm is to carefully consider potential impacts on all those affected by decisions made during planning and organizing.

To minimize the possibility of indirectly harming others members must minimize malfunctions by following generally accepted standards and the International Federation Netball Association rules for organizing and playing the sport. Furthermore, it is often necessary to assess the consequences of decisions to protect the likelihood of any serious harm to others.

In a netball environment members have the additional obligation to report any signs of danger that might result in serious personal or social damage. If one's superiors do not act to curtail or mitigate such dangers, it may be necessary to "blow the whistle" to help correct the problem or reduce the risk. However, capricious or misguided reporting of violations to this Code, the Constitution and Bylaws can, itself, be harmful. Assessment of risk and responsibility must be credible. It is suggested that advice be sought from other Netball associates or an Attorney.

2.3 BE HONEST AND TRUSTWORTHY.

Honesty is an essential component of trust. Without trust an organization cannot function effectively. The honest member will not make deliberately false or deceptive claims about any activity.

Membership in volunteer organizations such as Netball America may at times place individuals in situations where their statements or actions could be interpreted as carrying the "weight" of a larger group of members. A member will exercise care to not misrepresent Netball America or positions and policies of Netball America or any other member.

2.4 BE FAIR AND TAKE ACTION NOT TO DISCRIMINATE

The values of equality, tolerance, respect for others, and the principles of equal justice govern this code. Discrimination on the basis of race, sex, religion, age, disability, national origin, or other such factors is an explicit violation of Code and will NOT be tolerated.

Inequities between different groups of people may result from the use or misuse, understanding or misunderstanding of words and/or phrases. In a fair society, all individuals would have equal opportunity to participate in, or benefit from, the use of netball resources regardless of race, sex, religion, age, disability, national origin or other such similar factors. However, these ideals do not justify unauthorized use of netball resources nor do they provide an adequate basis for violation of any other ethical imperatives of this code.

2.5 RESPECT EACH OTHER

We are committed to a supportive environment, where our members have the opportunity to reach their fullest potential. Each member is expected to do his or her utmost to create a respectful culture that is free of harassment, intimidation, bias and unlawful discrimination of any kind. Netball America prohibits unlawful harassment in any form -- verbal, physical or visual.

2.6 HONOR PROPERTY RIGHTS INCLUDING CONSTITUTION, BYLAWS AND RULES.

Violation of copyrights, patents, trade secrets and the terms of license agreements are prohibited by law in most circumstances. Even when tapes and DVD's are not so protected, such violations are contrary to professional behavior. Copies of DVD's and tapes should be made only with proper authorization. Unauthorized duplication of materials must not be

condoned. Use of the Netball America logo is not permitted unless specific authorization by the Netball America Board of Directors.

2.7 GIVE PROPER CREDIT FOR INTELLECTUAL PROPERTY

Netball America Members are obligated to protect the integrity of the Sport of Netball. Specifically, one must not take credit for other's ideas or work, even in cases where the work has not been explicitly done by the initiator.

2.8 RESPECT THE PRIVACY OF OTHERS

At times, Netball will enable the collection and exchange of personal information. Thus there is increased potential for violating the privacy of individuals and groups. It is the responsibility of Members to maintain the privacy and integrity of data describing individuals. This includes taking precautions to ensure the accuracy of data, as well as protecting it from unauthorized access or accidental disclosure to inappropriate individuals. Furthermore, procedures must be established to allow individuals to review their records and correct inaccuracies from time to time.

This imperative implies that only the necessary amount of personal information be collected by Netball America, that retention and disposal periods for that information be clearly defined and enforced, and that personal information gathered for a specific purpose not be used for other purposes without consent of the individual(s). These principles apply to electronic communications, including electronic mail, and prohibit procedures that capture or monitor electronic user data, including messages, without the permission of users or bona fide authorization related to the reason for collection of data. Information observed during the normal duties of carrying out your duties must be treated with strictest confidentiality, except in cases where it is evidence for the violation of law, organizational regulations, or this Code. In these cases, the nature or contents of that information must be disclosed only to the proper authorities.

2.9 HONOR CONFIDENTIALITY

The principle of honesty extends to issues of confidentiality of information whenever one has made an explicit promise to honor confidentiality or, implicitly, when private information not directly related to the performance of one's duties becomes available. The ethical concern is to respect all obligations of confidentiality to organizers, officials, and players unless discharged from such obligations by requirements of the law or other principles of this Code.

3. PROFESSIONAL RESPONSIBILITIES

As a Netball America member I will....

3.1 STRIVE TO ACHIEVE THE HIGHEST QUALITY, EFFECTIVENESS AND DIGNITY IN BOTH PLAYING AND BEHAVIOR IN THE SPORT OF NETBALL

Excellence is perhaps the most important obligation of a representative. The netball member must strive to achieve high quality and to be cognizant of the serious negative consequences that may result from poor quality of behavior and not abiding by this code.

3.2 ACQUIRE AND MAINTAIN PROFESSIONAL COMPETENCE

Excellence depends on individuals who take responsibility for acquiring and maintaining professional competence. A professional must participate in setting standards for appropriate levels of competence, and strive to achieve those standards. Upgrading knowledge and competence can be achieved in several ways: doing independent study; attending seminars, conferences, or courses; and being involved in varying levels of Netball America.

3.3 KNOW AND RESPECT EXISTING LAWS PERTAINING TO PROFESSIONAL WORK

Members must comply with existing local, state, national, and international laws unless there is a compelling ethical basis not to do so. The Constitution and Bylaws of the Association/club in which one participates must also be obeyed. But compliance must be balanced with the recognition that sometimes existing laws and rules may be immoral or inappropriate and, therefore, must be challenged. Violation of a law or regulation may be ethical when that law or rule has inadequate moral basis or when it conflicts with another law judged to be more important. If one decides to violate a law or rule because it is viewed as unethical, or for any other reason, one must fully accept responsibility for one's actions and for the consequences.

3.4 ACCEPT AND PROVIDE APPROPRIATE PROFESSIONAL REVIEW.

Quality professional work, especially in the netball community, depends on professional reviewing and critiquing. Whenever appropriate, individual members should seek and utilize peer review as well as provide critical review of the work of others in an attempt to improve one's knowledge and to prevent reoccurrence of anything negative.

3.5 IMPROVE PUBLIC UNDERSTANDING OF NETBALL

Members have a should share their knowledge of the sport with the public by encouraging understanding of the sport, including the rules of the game, how to get involved and its' limitations. This imperative implies an obligation to counter any false views related to netball.

3.6 DRUGS AND ALCOHOL

Our position on substance abuse is simple: It is incompatible with the health and safety of our Netball Players, members, umpires, coaches and fans, and we don't permit it at Netball America Tournaments.

Illegal drugs at our tournaments or at sponsored events are strictly prohibited.

4. NETBALL AMERICA LEADERSHIP IMPERATIVES.

Netball America Leader is defined as any Netball America Member who has leadership responsibilities. These imperatives generally may apply to organizations as well as their leaders. In this context "organizations" are Full Members, Associated Teams/Clubs and Affiliates as well as volunteer representatives.

As a Netball America Leader, I will....

4.1 ARTICULATE SOCIAL RESPONSIBILITIES AND ENCOURAGE FULL ACCEPTANCE OF THOSE RESPONSIBILITIES

Because organizations of all kinds have impacts on the public, they must accept responsibilities to society. Organizational procedures and attitudes oriented toward quality and the welfare of society will reduce harm to members of the public, thereby serving public interest and fulfilling social responsibility. Therefore, Members must encourage full participation in meeting social responsibilities as well as quality performance.

4.2 INCREASE THE QUALITY OF TOURNAMENTS

Leaders are responsible for ensuring that netball leagues and tournaments enhance, not degrade, the quality of netball. When organizing a league or tournament, one must consider the personal and player development, physical safety, and human dignity of all participants.

4.3 CREATE EDUCATIONAL OPPORTUNITIES FOR MEMBERS OF NETBALL

Educational opportunities are essential to facilitate optimal participation of all members. Opportunities must be available to all members to help them improve their knowledge and skills in netball, including courses that familiarize them with the playing, coaching and umpiring of the game.

5. FINANCIAL INTEGRITY AND RESPONSIBILITY

Financial integrity and fiscal responsibility are core aspects of corporate professionalism. This is more than accurate reporting of our financials, though that's certainly important. The money we spend on behalf of Netball America is not ours; it's the company's and, ultimately, our members. Each person at Netball America -- not just those in Finance -- has a role in making sure that money is appropriately spent, our financial records are complete and accurate and internal controls are honored. This matters every time we hire a new vendor, expense something to Netball America, sign a new business contract or enter into any deals on Netball America's behalf.

To make sure that we get this right, Netball America maintains a system of internal controls to reinforce our compliance with legal, accounting, tax and other regulatory requirements in every location in which we operate.

5.1 SIGNING A CONTRACT

Each time you enter into a business transaction on Netball America's behalf, there should be documentation recording that agreement, approved by the Legal Department. Signing a contract on behalf of Netball America is a very big deal. Never sign any contract on behalf of Netball America unless authorized by the Board of Directors

All contracts at Netball America should be in writing and should contain all of the relevant terms to which the parties are agreeing – Netball America does not permit "side agreements," oral or written.

5.2 RECORDING TRANSACTIONS

Immediately report to Finance any transactions that you think are not being recorded correctly.

5.3 REPORTING FINANCIAL OR ACCOUNTING IRREGULARITIES

It goes without saying (but we're going to say it anyway) that you should never, ever interfere in any way with the auditing of Netball America's financial records. Similarly, you should never falsify any record or account, including time reports, expense accounts and any other Netball America's records.

5.4 HIRING SUPPLIERS

As Netball America grows, we enter into more and more deals with suppliers of equipment and services. We should always strive for the best possible deal for Netball America. This may require that you solicit competing bids to make sure that you're getting the best offer. While price is very important, it isn't the only factor worth considering. Quality, service, reliability and the terms and conditions of the proposed deal may also affect the final decision. Please do not hesitate to contact the Board of Directors if you have any questions regarding how to procure equipment or services.

6. NATIONAL NETBALL TEAM REPRESENTATIVE

Acceptance on the Netball America National Netball Team is an honor. It is a distinction few achieve and an accomplishment universally recognized. It is in that context that we ask you to make the pledge. Refer Appendix 1 for a copy of the Pledge.

7. COMPLIANCE WITH THE CODE

As a Netball America Member I will....

7.1 UPHOLD AND PROMOTE THE PRINCIPLES OF THIS CODE

The future of the netball depends on both technical and ethical excellence. Not only is it important for members to adhere to the principles expressed in this Code, but each member should encourage and support adherence by other members.

7.2 VIOLATION OF THE CODE

Adherence of members to a code of conduct is largely a voluntary matter. However, if a member does not follow this code by engaging in gross misconduct, disciplinary action will be recommended according to the existing Constitution. If you are aware of any Member not in

compliance with the Code you should immediately report the incident to Netball@NetballAmerica.com .



APPENDIX 1 – ATHLETE PLEDGE

I pledge to uphold the spirit of the Netball America Code of Conduct (Code), which offers a general guide to my conduct, as a member of the Netball America National Team (the Team). I hereby acknowledge that I have been informed about the Disciplinary Procedures and the Netball America Constitution and Bylaws that provide me with the right to a hearing if my opportunity to compete is denied for any reason or if I am charged with any violation of the Code.

By signing the Code, I

- (1) accept nomination and, if accepted, selection to the Team,
- (2) agree to abide by this Code and the Constitution Disciplinary Procedures, which will be used by Netball America to resolve any alleged violations of the Code,
- (3) agree to submit any dispute that arises in relation to my nomination or selection to the Team to Netball America pursuant to the Disciplinary Procedures, and
- (4) acknowledge that the Code and the Disciplinary Procedures apply as early as my nomination to the Netball America National Team by Netball America, and that violations of the Code can be based on conduct occurring prior to my selection to the Team.

I have familiarized myself with the Code and understand that acceptance of its provisions as written is a condition of my selection to the Team.

THIS CODE OF CONDUCT MUST BE SIGNED IN AN UNALTERED FORM IN ALL APPLICABLE PLACES IN ORDER FOR AN INDIVIDUAL TO BECOME A MEMBER OF THE TEAM.

As a Member of the Team, I hereby promise and agree that I:

- have abided by all rules related to the Team selection procedures as determined by Netball America;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will submit to a physical examination by Netball America medical personnel if my ability to compete is compromised due to physical injury and I understand that such injury may be



cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.

- will not commit a doping violation as defined by IFNA, World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA) or USOC rules;
- have never been found to have committed a doping violation and have no pending or unresolved doping charge, and I understand that any violation or doping charge may be cause for my not being selected to the Team or being removed from the Team;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- have never been convicted of violating a criminal law and have no pending indictment or a pending charge, (except for misdemeanors, which, if known, would not be a factor in my selection as a Team member or convictions as a minor which have been legally sealed), and I understand that such conviction, indictment or criminal charge may be cause for my not being selected to the Team;
- am eligible to compete under the rules of the International Federation of Netball Associations and Netball America;
- am in possession of a valid USA passport that will not expire prior to six months following the Closing Ceremonies of the Games;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will follow team rules, including by way of example, rules regarding curfew and required attendance at team meetings (and such other rules as may be in force during the time I am on the Team);
- will abide by the IFNA Charter currently in force and, in particular, with the provisions of the IFNA Charter regarding eligibility for the Championships, and rules concerning allowable trademark identification on clothing and equipment worn or used at the Championships;
- am aware that Netball America sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated Netball America apparel at (1) all official Championship functions and events, including Opening, Closing and Medal Ceremonies (with the understanding that, in instances where medals are awarded at the venues immediately following a competition, that Netball America will consider waivers of this requirement on a case by case basis); and (2) media events (including press conferences) hosted by Netball America or IFNA or the respective host Association. I also understand that Netball America strongly encourages me to wear designated Netball America apparel whenever possible, and that I will be expected to wear designated Netball America apparel at Netball America hospitality functions;



- will not conceal or cover-up any Netball America sponsor, supplier or licensee brand or other identification appearing on my delegation apparel during Opening, Closing or Medal Ceremonies or at any other function or event where designated Netball America apparel is required;
- will not use, or authorize the use of my name, person, image, picture, voice, or any of my sports performances for advertising or promotional purposes during the Championships period without the prior written consent of the Netball America;
- will not use or authorize the use of the following items for the purpose of trade, without the prior written consent of Netball America (which consent shall not be unreasonably withheld) (1) photographs, films, videos or other images of myself in the apparel or equipment provided by the Netball America for the Championships; (2) photographs, films, videos or other images of myself from the Championships; (3) any Championship medals; and (4) photographs, films, videos or other images of myself with any Championship medals;
- will not act as a journalist, media liaison or in any other media capacity during the Championship period;
- will attempt to participate in media and sponsor-related activities if compatible with my training and competitive schedule;
- will act in a way that will bring respect and honor to myself, my teammates, Netball America, IFNA, the United States of America and the Championships; and
- understand that if I require legal representation because I am accused of a doping violation, criminal misconduct, or for any other reason require the services of an attorney, I will be personally responsible for payment of all such legal fees and expenses.

I will remember that at all times I am an ambassador for my sport, my country and the Netball Community.



PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct and the Athletes Pledge for Netball America. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to and remaining a member of the Team.

Signature

Date

Print Name

Observer

PARENT/GUARDIAN CERTIFICATION

(For Participants under the age of 18 as of date of Signature)

Signature

Date

Relationship (Parent or Guardian)