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1. NAME OF CLUB

The name of the club is **KIDZ BALL**

2. OBJECTIVES

KIDZ BALL intends to use basketball;

Enhance the health of young people.

Develop personal and social values.

Develop psychological resources of the youngsters.

Bridge the gap between formal education and sports (basketball).

Foster good sportsmanship at all times.

Enhance continual development of skills for players, coaches, volunteers and managers.

Implement policies and procedures which protect our committees, volunteers, coaches and players and most importantly the families who share the game with us.

3. OUR VISION

The club strives to offer one of the most dynamic basketball programmes in the state with a structured approach which builds confidence in each player and acts as a positive stepping-stone in developing successful people in the community.

4. OUR VALUES

The club endeavours to uphold the following values;

Raise the standard of Integrity and responsibility.

Create a child safe environment to have fun while training and playing.

Promote Diversity, acceptance and inclusiveness.

Induce Collaboration and teamwork.

Build Persistence.

Promote Open communication.

Balance Respect and honesty.

5. CLUB STRUCTURE

- a. EXECUTIVES (CEO, CHAIRPERSON, PARTNERS, SECRETARY, TREASURER, ORGANIZERS, I.T TEAM, HEAD OF TEAMS).
- b. MEMBERS (JUNIOR MEMBERS, ASSOCIATE MEMBERS, TEAM MEMBERS).

6. EXECUTIVES

The executives comprise the heads of the various departments or offices (refer to act 5.a)

7. ROLE OF THE EXECUTIVES

The CEO shall also appoint qualified ones to fill a particular role.

Also Each executive will recruit an assistant or a qualified person to replace them when they decide to retire or should they be absent.

CEO

The CEO entrusts management of the club to the chairperson.
He will step-in in extreme cases only or when requested to do so.

Chairperson

The person is assistant to the CEO
The chairperson will account to the CEO.
The chairperson coordinates the activities of the various departments.
The chairperson organizes and makes sure that meetings go as planned.
The chairperson makes sure all decisions fall in line with the objectives of the club.

Partners

Partnership agreement(MOU) shall be signed between the club and its partners.
Partners shall not dictate or take over management of the club.
Both parties shall hold fast to the details of the Agreement.

Head of Teams

- Manages the teams available.
- Makes sure the players receive proper coaching, skill and qualities.
- Encourages and motivates the players.
- Keeps records of each player and their development.
- Organizes games for the players.
- Accounts to the chairperson.

IT Team

- The IT team manages the website of the club.
- Promote publicity for the club.
- The IT team takes care of issues related to computing and media coverage.
- No member of the IT team shall disclose information about another.

Treasurer

- Manages and safeguards the club's finances.
- The treasurer renders account to the CEO.

Organizers

- Organizes events for the club.
- Promotes publicity for the club.
- Maintenance and security of equipments.
- Assists the secretary in Registration of newly interested ones.
- Organizers will account to the chairperson

Secretary

- The secretary will work hand in hand with the chairperson to ensure meetings are effectively organized and minuted.
- Assist in maintaining records of the team(s).
- Responsible for membership Registration of interested ones.

8. MEMBERS

Active members before the constitution will be deemed members.

All members are required to pay their dues on time.

Junior members

Junior members are between the ages of 6-15 (i.e from primary to JHS).

They are also part of the junior team.

Team members

Also referred to as Senior Members

Team members are members playing on the team and anyone who wishes to play in the team must be a member of the club.

Associate members

Associate members of the club are members who are not part of the team. They do well to protect the reputation of the club.

They are supportive of the clubs objectives.

They are at liberty to train with the team.

Volunteers are regarded as associate members.

9. MEMBERSHIP APPLICATION

Registration will be;

May be done electronically by form provided by KIDZ BALL.

By filling a membership application form of the club

By writing application letter to the club through email,

10. MEMBERSHIP FEES

Membership fees will be set annually by the executives.

11. CESSATION OF MEMBERSHIP

A member who has resolved to resign must give one month notice to the Club.

Failure to pay dues for more than 4 months (with it arrears) could result in termination of membership.

Membership of an individual could be terminated by the executives when the former keeps failing to comply with rules, resolution or determination made by the executives.

12. PATRON

A patron is a well known or illustrious individual who lend their name and support to the club. There could be a maximum of 3 patrons of the club. The patron could be here in the community or without.

ROLE OF THE PATRON

They support the objectives of the club.

The patrons need not attend meetings. They could be invited to special meetings though.

He may also be requested to chair a meeting.

They can assist the club financially.

They protect the reputation of the club.

NB; They do not make decisions on behalf of the club

13. MEETINGS

There exist special and general meetings. When exactly to meet will be determined by the executives. Meetings could also be held online.

14. SPECIAL MEETINGS

SPECIAL MEETINGS are held by the executives only.

A reputable member of the club or outside it, could be invited to join in the meetings.

Partners may join Special Meetings when necessary.

RULES OF SPECIAL MEETINGS

Issues discussed at meetings will not be disclosed to non-executives.

Anyone who will not be present at meetings should do well to inform the other executives ahead of time with a tangible reason.

Each member of the executive has equal right to call for a meeting with the other executives.

Any executive who wishes to bring a subject on board for discussion should inform the chairperson and secretary for necessary arrangements to be put in place.

Sarcastic remarks are not welcome at the meetings.

Any who goes contrary to these rules will receive a caution note or be fined accordingly.

Religious activities are not allowed at special meetings.

15. GENERAL MEETINGS

GENERAL MEETINGS are meetings attended by both the executives and members of the club.

Religious activities are not allowed at general meetings or any meetings organized by club members.

16. QUORUM

SPECIAL MEETINGS will hold when at least three of the executives' members are present.

17. COMMITTEES

There exists **judicial, welfare, Audit, Public Relations** and **Finance committees** in the club.

Besides the Judicial committee, the other committees would be made of members who are in good standing and have applied and passed vetting by the executives.

Each committee would consist of 3 or 5 members. Each committee may decide to have a chairperson.

Judicial Committee

The Judicial committee will consist of three members of the executives or qualified members. The judicial committee or tribunal will address gross misconduct.

Welfare Committee

Gives accounts to the heads of the teams and chairperson.
Attends to the minor injuries of players
See to the welfare of the teams and club.

Audit Committee

Reviews the financial controls of the club
Audits anyone in charge of a project
Reports directly to the CEO (or chairperson)

Public Relations Committee

Accounts to the Secretary of the club
Promotes the good reputation of the club to the public
Promotes the club's project and activities in the community

Finance Committee

Accounts to the treasurer
Responsible for budgeting, financial planning, presenting financial reports.
Create and monitor internal controls and accountability policies.

18. RESOLUTION

Resolution of the club may be determined by the executives at special meetings.

19. AMENDMENTS

The constitution will be amended when it becomes necessary to do so. The executives could also request it be amended by providing convincing and tangible reasons that fall in line with the objectives of the club. The CEO will receive a letter concerning that for approval.

20. DISCIPLINE:

Any gross wrongdoing and misbehavior will be addressed by the tribunal/judicial committee.

Disciplinary Measures

1. If an individual or department to which a policy applies breaches this policy in one or more forms, discipline may be imposed. Any disciplinary measure imposed under this policy must:

Be applied consistently with any contractual and employment rules and requirements;

Be fair and reasonable;

Be based on the evidence and information presented and the seriousness of the breach.

2. If a finding is made by a Tribunal that an individual has breached policy, one or more of the following forms of discipline may be imposed:

A direction that the individual make a verbal and/or written apology;

A formal written warning;

The individual could be fined;

Suspension of the individual's membership or participation or engagement in a role or activity;

Termination of the individual's membership, appointment or engagement;

In the case of a coach or official, a direction that the relevant department deregister the accreditation of the coach or official for a period of time or permanently;

and/or any other form of discipline that the Tribunal considers appropriate.

3. If a finding is made by a Tribunal that a department or committee has breached policy, one or more of the following forms of discipline may be imposed:

A formal written warning;

A direction given to suspend or terminate use of that department ;

and/ any other form of discipline that the Tribunal considers appropriate.

4. The form of discipline to be imposed on an individual or department will depend on factors such as:

Nature and seriousness of the breach;

If the person or department knew or should have known that the behavior was a breach;

The effect of the proposed disciplinary measures on the person including any personal, professional or financial consequences;

If there have been relevant prior warnings or disciplinary action;

Ability to enforce discipline if the person is a parent or spectator (even if they are bound by the policy);

and/or any other mitigating circumstances.

21. APPLICATION OF INCOME

The Income and property of the club will be used solely to promote the objectives and interest of the club.

No portion of the income shall be paid or transferred, directly or indirectly, or as a bonus to any Member or an associate of the club.

Portion of the income shall be used to;

Pay for any services actually rendered to the Club.

Pay for goods supplied to the club.

Pay interest on money borrowed from any member.

Pay for property or premises let by any member to the club.

Pay for out-of-pocket expenses made by a member.

DISSOLUTION OF THE CLUB.

The Club may be dissolved or wound up in accordance with the act.

Distribution of property.

Should the club resolve to wound up, after settling its debts and liabilities, the property goes to another club with the same objects.

The department to which the property goes will be determined in a special meeting by the executives.

23. ANTI DOPING

KIDZ BALL is diametrically opposed to the use of performance enhancing drugs in the game of basketball.

BYE-LAWS

CODE OF CONDUCT AT GENERAL AND SPECIAL MEETINGS

1. Each member will respect (the views of) the other.
2. No member will interrupt the speech of another.
3. No member will insult, ridicule or underrate another.
4. The Chairperson calls on anyone who wishes to comment, to do so.
5. Phone calls will not be allowed unless exigent (esp. At special meetings)
6. Meetings will be conducted in a friendly, orderly and peaceful manner.
7. The Chairperson will start, conduct, and end the meetings.
8. The Secretary will take minutes of meetings.
9. Use of profanities or bad languages is strictly not allowed at meetings.

RULES OF SPECIAL MEETINGS

Issues discussed at meetings will not be disclosed to non-executives.

Anyone who will not be present at meetings should do well to inform the other executives ahead of time with a tangible reason.

Each member of the executive has equal right to call for a meeting with the other executives.

Any executive who wishes to bring a subject on board for discussion should inform the chairperson and secretary for necessary arrangement to be put in place.

Sarcastic remarks are not tolerated at meetings.

Any who goes contrary to these rules will receive a caution note or be fined accordingly.

Player's code of conduct.

1. Play by the rules.
2. Never argue with an official. If you disagree, have your captain, coach or manager approach the referee during a break or after the game in an appropriate manner.
3. Control your temper.
4. Verbal abuse of officials or other players, deliberately distracting or provoking an opponent is not acceptable or permitted in basketball.
5. Work equally hard for yourself and for your team. Your team's performance will benefit so will you.
6. Be a good sport. Acknowledge all good plays whether they are by your team or the other team.
7. Treat all players as you would like to be treated. Do not bully or take unfair advantage of another player.
8. Cooperate with your coach, teammates and opponents. Without them there would be no competition.
9. Play for the "fun of it" and not just to please parents and coaches.
10. Avoid use of derogatory language based on gender, race or impairment.
11. Be prepared to lose sometimes. Everyone wins and loses at some time. Be a fair winner and good loser.
12. Players will not sexually intimidate and harass their coaches or attempt to date them.

13. Acknowledge that there are consequences for breaches of these Codes of Conduct, some of which are severe.

COACHES CODE OF CONDUCT.

1. Coaches will not date or sexually harass their players.
2. Conduct myself in a dignified manner relating to emotions, language, attitude, actions and punctuality at all times so as not to damage the reputation of KIDZ BALL.
3. Develop team respect for the ability of opponents as well as for the judgment of referees, officials and opposing coaches
4. Display control and professionalism and respect the rights, dignity and worth of every person you have contact with during the implementation of the program including; opponents, other coaches, officials, administrators, parents, athletes, and spectators
5. Refrain from physical contact with athletes except where necessary for the development of the athletes' skill/s or athletic ability.
6. Be aware and understand the role / influence of the coach as an educator. Therefore, impart knowledge in promoting skill, desirable personal, educational and social behavior.
7. Never ridicule children for making mistakes or losing a game.
8. Be reasonable in your demands on players' time, energy and enthusiasm.
9. Remember that children play for fun and enjoyment and that winning is a small part of their motivation.
10. Teach your players that the rules of the game are mutual agreements which no one should evade or break.
11. Whenever possible, group players according to age, height, skills and physical maturity.
12. Avoid over-playing the talented players. The "just-average" players need, and deserve time.
13. The scheduling and length of practice times and competition should take into consideration the maturity level of players.

14. Follow the advice of a physician / physiotherapist when determining whether a sick / injured player is ready to recommence training or competition
15. Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of the players.
16. Seek to keep abreast of the latest coaching practices and principles, ensure that the information used is up to date and appropriate to the needs of the athletes while taking into account the principles of growth, strength, and development of children.
17. Adhere to KIDZ BALL's Basketball policies. Acknowledge there are consequences for breaches of these Codes of Conduct, some of which may be severe.

RIGHTS OF A JUNIOR PLAYER

The right:

1. To participate in sport competition.
2. To have a qualified coach.
3. To play as a teenager not as an adult.
4. To be treated with dignity.
5. To have fun while practicing sports.
6. To practice activities in safe and healthy environment.
7. To be part of decision making in sports activities.
8. To foster good relationship with teammates.
9. To participate in a suitable level of competition (to the ability of the child).

PLAYER RESPONSIBILITIES

Club personnel, team managers and coaches should demonstrate the utmost respect to every player and this should be reciprocated. All players must adhere to the Players Code of Conduct

as well as club policies. Players should abide by Coaches and Managers directions as these people have the best interests of not only the individual, but the team in mind. Players shall:

- adhere to the Players Code of Conduct
- arrive to training a minimum of 15-20 minutes early
- start warming up before the commencement of training
- be dressed in approved club uniform or training apparel
- have drink bottles filled prior to all training and games
- attend all training, tournaments and games
- inform the coach in advance in the event of unavailability or illness
- treat all teammates, coaches, managers, other parents, game officials and opposition players with respect
- Be prepared to be challenged and step outside their 'comfort zone' to develop
- Be at games a minimum of 30 minutes prior to start time.
- Wear the prescribed uniform to practice.

PARENT RESPONSIBILITIES

The club understands parents want to do everything possible to ensure their children enjoy a positive basketball experience. The club requires assistance to ensure this can be achieved. Parents can facilitate this by:

- Adhering to the Parents Code of Conduct
- Being respectful of the role of referees
- Encouraging your child to take responsibility for their performance

- Encouraging your child to discuss any concerns directly with their coach
- Promptly paying of fees in accordance with schedule
- Providing other assistance, such as fundraising activities
- Using good nutritional principles to improve your child's diet
- Being a 'good moral example' of verbal self-control, and
- Using positive phrases and not coaching your child or other players from the sideline
- Demonstrating positive, enthusiastic support of all players during a game.

Parent / Coach Relationship

Both parenting and coaching are very difficult. By establishing an understanding between coaches and parents, both are better able to accept the actions of the others and provide a more positive experience for everyone.

Parents have the right to know and understand the expectations placed on them and their child. We do ask that you never approach a coach or player's bench during a game unless asked to do so by the Coach or Team Manager.

Communication parents should expect from their child's coach:

Messages communicated in a respectable and appropriate manner for young people

Expectations the coach has for your child, as well as for other players on the team

Discussion on deviations to above expectations for your child and plans to rectify

Team requirements (i.e., special equipment needed, team rules, team expectations),

Communications coaches expect from parents include:

Prior or at the conclusion of training, parents are encouraged to communicate with their child's coach

Notification of any schedule conflicts well in advance, and

Notification of any health issues that may affect your child during training or games.

Appropriate concerns to discuss with a coach:

The language and communication your coach provides your child in games and in training

The mental and physical treatment of your child

What your child needs to do to improve, and concerns about your child's behaviour.

Issues NOT appropriate for discussion with your child's coach:

How much playing time each player is getting

Team strategy

Play calling, and

Other players' performance and development.

It can be very difficult to accept that your child is not playing as much as hoped. Coaches make decisions based on what they believe is in the best interest of all players participating.

Individual Responsibilities

Individuals bound by these policies are responsible for:

Making themselves aware of the policies and complying with its standards of behaviour

Complying with any screening requirements and any state/territory Working with Children checks

Placing the safety and welfare of players above other considerations

Being accountable for their behavior

Following the procedures outlined if they wish to make a complaint, and

Complying with any decisions and/or disciplinary measures imposed under these policies.

Purpose of Policies

Club policies are put into place to ensure ethical and informed decision-making and responsible behaviors within our club. They outline our commitment to providing a safe environment and our commitment to each person's right to be treated with respect and dignity and to be safe and protected from abuse. The policies have been endorsed by the Executive Committee and will operate until replaced.

As part of this commitment, the club will take disciplinary action against any person bound by these policies if breached.

Who Policies Apply to

Policies apply to the following people whether they are in a paid or unpaid/voluntary capacity:

Persons appointed or elected committees and sub-committees of the club

Support personnel (e.g. managers, sport trainers) for teams and squads that represent the club

Coaches and assistant coaches appointed or elected to teams that represent the club

Players selected to teams that represent the club

Members, including life members of the club

Players, coaches, officials and other personnel participating in events and activities, including camps and training sessions, held or sanctioned by the club, and

Any other person or department including spectators, parent(s), guardian(s) and sponsors

WHAT CONSTITUTES A BREACH OF POLICY

a. It is a breach of policy for any person or department to which the policy applies, to do anything contrary to that policy.

b. The Club also views the following as a breach of policy:

- Breaching the Club Codes of Conduct;
- Bringing the sport and/or the Club into disrepute, or acting in a manner likely to bring the sport and/or bringing the Club into disrepute;
- Failing to follow Rules and Regulations
- Victimizing another person for reporting a complaint;
- Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
- Making a complaint they knew to be untrue, vexatious, malicious or improper;
- Failing to comply with a penalty imposed after a finding that the individual or department has breached a policy; or failing to comply with a direction given to the individual or department during the complaint process.