

Unicorns LGBTQIA+ Netball Club



Code of Conduct

Unicorns is a friendly netball club for members of the LGBTQIA+ community and friends. We pride ourselves on being open to everyone in the community, regardless of whether they have played netball before.

Our Code of Conduct exists to ensure we can create a safe and welcoming environment for all of our participants to learn how to play netball, improve their fitness, make friends, and feel part of our community.

All participants, whether paid up members or visitors, must adhere to our Code of Conduct so everyone can enjoy and take part in our club activities.

Objectives

The Unicorns Netball Club Code of Conduct protects everyone in the club and outlines the behaviour expected from everyone involved in our sessions and events

The club is responsible for setting its own standards and values and this Code establishes the principles that we expect all those involved with the club to follow.

Unicorns Netball Club regards our sport as one that anyone can and should be able to enjoy, however they choose to participate – as a player, umpire, volunteer or supporter.

However you choose to be involved in the game, you have the right to do so with enjoyment, respect and support.

A. Expected behaviour (when attending our sessions, or representing us in any capacity).

1. Respect people's self identifying terminology and pronouns, and avoid making assumptions. If you don't know what someone's preferred pronoun is, just ask them.
2. Respect the spirit of fair play in netball. This is more than playing within the rules, it also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
3. Conduct yourself in a manner that takes all reasonable measures to protect your own safety and the safety of others.
4. Participate in a positive and active way. In doing so, you contribute to the health and longevity of the netball community.
5. Our sessions are open to people of varying abilities. If you're more experienced, please adjust your effort to more closely match that of lesser-experienced participants, and support them throughout our sessions.
6. Respect umpires, officials, coaches, players and spectators.
7. Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute. Accept success and failure, victory and defeat, with dignity. Set a positive example for others, particularly younger participants and spectators.
8. Avoid using inappropriate language or gestures that could cause offence.
9. Avoid making assumptions about others. This can lead to the application of hurtful and damaging stereotypes. This includes assumptions about anyone's gender, sexual orientation, age, relationship or any other characteristic. If you need to know this information then ask about it, but remember that no-one needs to disclose this information if they don't want to. If anyone does disclose this kind of information then it must be respected, and treated confidentially.
10. Be mindful of unwanted touching. If unsure, ask for consent and always respect boundaries.

11. Be mindful of your surroundings and other participants. Alert a committee member if you notice a potentially challenging situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

B. Social Media (including group chats)

1. Safeguarding is the responsibility of everyone involved in our club, both on and off the court, and including communications.
2. Refrain from publishing comments about other clubs, players or referees and any controversial or potentially inflammatory subjects.
3. Use common sense: Use your best judgement at all times. If you're uncertain if something is inappropriate or questionable, don't post it.
4. Mind your manners: Be respectful, kind and civil. You should not tolerate discrimination or hateful comments about anyone.
5. Be human: Use your own voice; speak in a warm, approachable tone and most importantly, be yourself. Anything posted on the behalf of Unicorns Netball Club is permanent and a reflection of the club and its members.

Unacceptable behaviour

Unacceptable behaviours include: intimidation, harassment, and/or abusive, discriminatory, derogatory or demeaning speech or actions on the basis of any of the protected characteristics set out at the section 4 of the Equality Act 2010 by any participant in our Netball club. For the avoidance of doubt, discrimination and harassment shall have the meanings set out in the [Equality Act 2010](#).

Some club events may also be shared with members of the public; please be respectful to all patrons of these locations.

Any behaviour that you wouldn't want to be done to you can be considered unacceptable behaviour.

Consequences of unacceptable behaviour

How our participants are made to feel is our top priority. Please respect that if someone is hurt by your behaviour, it is up to you to change it or leave.

Unacceptable behaviour from any club member, including sponsors will not be tolerated. Anyone asked to stop unacceptable behaviour is expected to stop immediately.

Please respect that one of the participants may feel uncomfortable and discussions will be had to gain an understanding of how that person was made to feel. A consequence of this, may be to help the club member understand why their behaviour is considered unacceptable and /or required to change their actions in future.

If a club member engages in unacceptable behaviour, the committee may take any action they deem appropriate, up to and including a temporary ban or permanent expulsion from the club without warning.

Seeking help and advice

If you are subject to or witness unacceptable behaviour or feel someone is being treated disrespectfully, or have any other concerns, point out the problem to any committee member you feel comfortable talking to as soon as possible.

If you don't know who to talk to, please contact anyone in the committee who are ready to step in on your behalf.

Additionally, the club welfare officers are available to help club members engage with local law enforcement or to otherwise help those experiencing unacceptable behaviour feel safe. Please feel free to contact us at hello@unicornsnetball.org or WhatsApp on 07446 510526.