



## **Code of Conduct – Officials (Referees and Bench Personnel)**

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

Policy Owner: General Manager

Approved by: Board of Directors

Next Review: December 2026

### **Purpose**

This Code of Conduct outlines the expected standards of behaviour for all officials (referees and bench personnel) involved with North Gold Coast Seahawks Basketball (NGCS). It aims to create a safe, positive, and inclusive environment consistent with NGCS's Child Safe and Member Protection Policies.

### **Expectations of Behaviour**

- Treat all participants with respect and fairness, regardless of ability or background.
- Apply the rules consistently and without bias.
- Avoid any behaviour that may be perceived as intimidating or aggressive.
- Report any safety or conduct concerns observed during games.
- Maintain appropriate professional boundaries with players and coaches.

### **Breaches of the Code**

Breaches of this Code of Conduct may result in disciplinary action, including 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 NGCS 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	December 2025	Board of Directors	General Manager	December 2026	Initial issue