

Current as at 03/09/09

*Throughout this document, the word “skaters” shall be taken to mean any and all Perth Roller Derby members who are on skates, or who would normally be on skates, including but not limited to players, referees and coaches, unless otherwise specified.*

## General Code of Behaviour

1. Skaters must support a **Safe Environment** at all times. This includes:
  - a. Supplying your own skates and protective gear, including but not limited to knee and elbow pads, wrist guards, mouth guard and helmet. All gear must be appropriate to the sport, in good working order and must not pose a threat or risk to any other skater. All protective equipment must be worn at all training sessions, scrimmages, and bouts.
  - b. All skates must be rink-safe, meaning that their use must not gash, indent or blemish the skating surface or any other surface, and that the skates will not cause injury to property or persons.
  - c. Supplying correct and relevant personal and contact information, reading the Constitution and signing the Code of Conduct and Waiver.
  - d. Bringing to the nearest Committee Member or official’s immediate attention any unusual or significant hazard in the skater’s presence or participation.
  - e. Skaters are discouraged from wearing clothing to training, scrimmages or bouts that may be hazardous to the safety of other skaters or spectators. This can include but is not limited to studded belts, collars, other jewellery that may break through skin, etc. It is strongly encouraged that piercings and other body modifications that protrude from the skin and may become caught on clothing be removed or covered with tape to reduce the risk of having the piercing dislodged.
  
2. Skaters must have a **Strong Team Ethos** and must demonstrate good sporting behaviour at all times.
  - a. Play by the rules. Never argue with an official. If you disagree, ask your Team Captain to deal with the matter.
  - b. Control your temper. Verbal abuse of officials or other athletes, or deliberately distracting or provoking an opponent, is not acceptable or permitted in our sport.
  - c. Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player.
  - d. Co-operate with your coaches, team mates and all other participants. Without them there would be no competition.
  - e. Participate in Roller Derby for the sport, not for the spectacle and drama of the bouts.
  - f. Discuss questions, concerns and problems openly and rationally.
  - g. For any training sessions, scrimmages or bouts, skaters must arrive ready to participate at their fullest potential. Skaters under the influence of drugs or alcohol, or with hangovers or sleep deprivation, will be considered a danger to others and thus unfit to participate.
  
3. Perth Roller Derby must always create a **Welcoming and Supportive** environment for every member.
  - a. Treat everyone with respect and do not discriminate.
  - b. Each new skater, coach, trainer and volunteer must be given a fair go and the encouragement they need.
  - c. Injured or inexperienced skaters must be given opportunities to participate at whatever level they feel comfortable with and the person in charge considers appropriate and safe.



4. All skaters must meet the **WFTDA Minimum Skills Requirements** and have passed a **Written WFTDA Rules Test** before they are allowed to scrimmage or bout.
  - a. Skaters must be willing to take directions/suggestions from coaches and trainers about skills and game rules.
  - b. Skaters must also make an effort to learn new skills and be committed to improving themselves as athletes and team mates.
5. Skaters are required to make **Attendance** at training, competitions and any mandatory meetings, and to pay **Dues and Fees** at the current rate and within terms, as advised by the Management Committee.
  - a. Skaters are required to attend a minimum of six derby training sessions per calendar month.
  - b. Skaters are strongly encouraged to join league sub-committees (e.g. merchandise, publicity, fundraising, event planning) and to participate in other league projects, such as promotional or charity events.
  - c. Skaters are also encouraged to attend other non-derby practises arranged and/or endorsed by the league, such as learn-to-skate classes.
  - d. Skaters are asked to pay their full dues within the first seven (7) days of the month in which they fall due. Persistent failure to pay in a timely fashion may result in membership being suspended or revoked.
6. If they desire, skaters may choose a **Derby Name** and persona that is not already taken, is not offensive and does not reflect poorly on Perth Roller Derby.
  - a. Skaters must understand that derby names are a privilege, not a right.
  - b. This privilege can be earned through demonstrating commitment to the league by consistent attendance at training and bouts, supporting the running of the league off-skates (e.g. fundraising, publicity) and paying the required dues and fees for a minimum of two months.
7. Skaters must understand and agree to abide by the **Three Strikes Policy** as outlined below:
  - a. Skaters who exhibit inappropriate behaviour (as outlined in this Code of Conduct and the Constitution) shall be given an official warning by the Committee.
  - b. Skaters shall receive three (3) warnings in total; the first warning may be verbal, the second and third warnings shall be in writing. Upon receipt of the third warning, the skater will be asked to appear at a General Meeting of Perth Roller Derby, where their conduct will be discussed. As with all meetings, any and all members of Perth Roller Derby may attend and shall be given the opportunity to present evidence for or against the misconduct.
  - c. Where there is not a clear consensus for the expulsion or retention of the skater from Perth Roller Derby, a vote of all attending members at the meeting shall be taken. This vote shall determine if the skater is expelled.
  - d. If the motion is passed and the skater is removed from Perth Roller Derby, they shall be asked to relinquish any title or position held and shall not be allowed to attend any further training sessions, bouts, meetings, events, etc. The skater shall also forfeit any and all dues paid thus far, and shall not have recourse to seek a refund.

### Committee Members' Code of Behaviour

8. Involve **members** in the planning, leadership, decision-making and evaluation processes related to Perth Roller Derby.
9. Ensure that equal opportunities for participation in sports are made available to all members, regardless of age, ability, size or any other factor addressed in Perth Roller Derby's Harassment Policy and all relevant State/Federal laws.
10. Ensure that equipment and facilities are safe and appropriate for the ability level of participating members.
11. Ensure that adequate supervision is provided by qualified and competent coaches and trainers capable of developing appropriate positive behaviour and skill technique.



12. Avoid allowing events to become primarily spectator entertainment. Focus on 'sport over spectacle'.
13. Distribute and enforce the Code of Conduct regarding players, officials, spectators, coaches and the media.
14. Encourage participants to realise their potential and athletic abilities.

### **Officials' Code of Behaviour**

15. Compliment all participants on their efforts.
16. Be consistent, objective and courteous in calling all infractions.
17. Condemn unsporting behaviour and promote respect for all opponents.
18. Ensure that equipment and facilities meet safety standards and are appropriate.
19. Ensure that your behaviour is consistent with the principles of good sporting behaviour. Actions speak louder than words.
20. Make a personal commitment to keep yourself informed of sound officiating principles.

### **Spectators' Code of Behaviour**

21. Demonstrate appropriate social behaviour by not harassing athletes, coaches or officials, smoking in the skating area or being intoxicated.
22. Spectators (patrons on the premises as a result of any participant's involvement in the activity) must behave in a respectful manner to both persons and property. Behaviour which could potentially lead to intentional or unintentional bodily injury or damage to property will not be tolerated.

### **Coaches' Code of Behaviour**

23. Be reasonable in your demands on athletes' time, energy and enthusiasm.
24. Teach athletes that the rules of the sport are mutual agreements, which no one should break.
25. Whenever possible, group athletes of similar skill level to give a reasonable chance of success.
26. Avoid over-coaching the better performing athletes; the "average" athletes need and deserve equal time.
27. Remember that members participate for fun and enjoyment and that winning is only part of their enjoyment. Never ridicule or yell at a team for making mistakes or losing an event.
28. Ensure that equipment and facilities meet safety standards and are appropriate.
29. Develop respect for the abilities of opponents as well as for the judgements of officials.
30. Follow the advice of a physician in determining when an injured athlete is ready to recommence training or competition.
31. Make a personal commitment to keep yourself informed of sound coaching principles.
32. Demonstrate appropriate social behaviour by not harassing athletes, other coaches or officials, smoking in the skating area or being intoxicated.

### **Code of Health Behaviour**

PRD understands the harmful effects of smoking, drugs and alcohol on health, fitness and performance in sport, and as a result has adopted the following Code of Health Behaviour:

33. Participants are reminded that smoking adversely affects performances and are prohibited from smoking during competitions, trainings, warm-ups, and warm-downs.



34. Participants are prohibited from participating in training, scrimmages, bouts, or any other public appearances under the effects of alcohol or any illegal drugs.
35. Coaches, officials and players are reminded of their responsibilities as “role models”, particularly with respect to junior fans, and are asked to refrain from smoking, taking drugs or becoming drunk whilst associated with our sport, especially when in uniform and/or at official functions and events.
36. Premises and playing areas should be declared “Smoke Free Zones” – smoking is permitted only where a special smoking area is designated.
37. Visiting participants, coaches and officials are also asked to respect our Codes of Behaviour.
38. Spectators are reminded that smoking is inappropriate behaviour in a sporting environment and are asked to respect our sport Code of Behaviour.

### Media Code

Perth Roller Derby’s strategy for managing media, publicity and promotions is detailed in the Media Policy. In brief:

39. Skaters, officials, coaches and venue managers must not make public comments concerning Perth Roller Derby, or any team that falls under Perth Roller Derby, without the permission of the Management Committee.
40. Skaters, officials, coaches or venue managers wishing to make public comment or participate in publicity featuring Perth Roller Derby or any particular Perth Roller Derby ‘individual’ or ‘team’ must submit a written request detailing the proposal to the Management Committee for approval.
41. If public comment is made without the permission of the Management Committee, disciplinary action may be taken in accordance with the Three Strikes Policy.
42. Perth Roller Derby members must not make any public comments whatsoever concerning any aspect of a Perth Roller Derby grievance process, either before or after a mediation or hearing, even if the member is personally involved. (Refer to the Grievance Procedure.)

### Harassment Policy

Perth Roller Derby is committed to providing skaters with an environment free from intimidation, threat, offence and humiliation. Everybody should feel free and comfortable while involved in our activities and certain that any differences are respected. To provide this, we must be free from all types of harassment or any behaviour that is unwanted by another person.

To meet this commitment, all league members and associates will be guided by this policy and others of the organisation, such as the Codes of Behaviour and Mission Statement, and any relevant federal and state legislation such as the Sex Discrimination Act, Racial Discrimination Act and Western Australia Equal Opportunity Act and by the implementation of proper grievance handling practices.

#### **Harassment, bullying and vilification are not and will not be tolerated under any circumstances.**

**Harassment** is a form of discrimination. Harassment includes any behaviour – whether verbal, non-verbal or written – that is unwelcome, uninvited or unreciprocated, and that a reasonable person, having regard to all circumstances, would understand as being offensive, humiliating or intimidating.

It is against the law if the discriminatory behaviour is based on a person’s race or colour; national or ethnic origin; sex, pregnancy or marital status; gender history; age; disability, impairment or illness (including HIV/AIDS status); religious or political conviction; sexual preference; and/or that of any of their friends or associates.

**Bullying** refers to the repeated less-favourable treatment of one person by another or others within Perth Roller Derby that may be considered unreasonable and inappropriate sporting or social conduct, either in person or online. Bullying is behaviour that intimidates, degrades or humiliates.

This may include physical abuse, mobbing, verbal abuse (such as taunting, yelling or screaming, name-calling and offensive language), psychological harassment, excluding or isolating someone, assigning someone meaningless and irrelevant tasks or impossible tasks, etc.



**Vilification** is the incitement of hatred, serious contempt or severe ridicule of a person or group of people on the ground of an attribute such as race, sex and so forth. Vilification is unlawful.

**Note:** Harassment, bullying and vilification need not be verbal and need not be done in the direct presence of the target to be deemed to have occurred. Methods can include emails and online postings, phone calls and SMS text messages, pictures, graffiti, gestures, exclusion of a person, interfering with a person's equipment or property, gossiping or spreading rumours, etc.

**Skaters and associates should feel confident to complain about harassment, bullying and vilification without any reservations.**

No individual will be victimised for speaking out about or against harassment in Perth Roller Derby.

All cases will be taken seriously and investigated and incidents will be dealt with quickly, fairly, impartially and confidentially. If serious enough, legal action may be taken against an individual who is found to have harassed or vilified another person.

**Perth Roller Derby has appointed Grievance Officers for members to notify with their concerns.**

The Grievance Officer must deal with the matter in accordance with the Perth Roller Derby Grievance Resolution Procedure and a complainant, respondent or other involved party is always afforded their right to appeal in accordance with the Procedure.

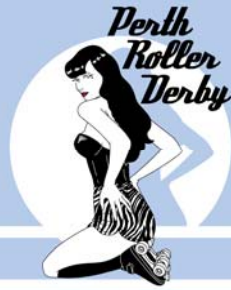
Perth Roller Derby takes harassment matters seriously and those found in violation of the Harassment Policy may face disciplinary action or expulsion. Perth Roller Derby may take similarly strong action in the case of false accusations.

In general, members of Perth Roller Derby should work towards portraying the club in a positive light. Be yourself, be unique, but please be mindful that your actions when engaged in Roller Derby or an affiliated event will reflect on Perth Roller Derby as a whole. As stated in the Mission Statement, our aim is to promote the sport over the spectacle and to be portrayed to the public as doing such.

Any skater found violating this Code of Conduct will have their membership reviewed by the leading Committee of Perth Roller Derby and action, such as a formal warning or expulsion without refund of dues paid, may be taken.

Thank you for joining **Perth Roller Derby**.





Current as at 03/09/09

Please complete this section of the Code of Conduct and return it to a Management Committee member after you understand, accept and agree to be bound by the items mentioned in this document. The signing of this document must be witnessed by an executive committee member.

I, \_\_\_\_\_, hereby state that I have read and understood the policies outlined in the Perth Roller Derby Code of Conduct. I agree to be bound by these rules and understand that if these rules are breached, my participation in Perth Roller Derby may be suspended or discontinued.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Witness's Signature

\_\_\_\_\_  
Witness's Committee Position