



BEHAVIOUR MANAGEMENT FRAMEWORK

Purpose

The purpose of this document and associated frameworks is to ensure that the basketball environment is safe and welcoming to promote development and retention of players, coaches and officials.

Bendigo Basketball Association (BBA) recognises that an inclusive and positive culture is needed to enable participants to learn and grow in an environment that is free from harassment, bullying, degrading, or intimidating behaviour.

- We want Basketball to be the sport of choice.
- We want to have a united culture.
- We want to embrace a diverse community.

This framework reflects best practice of bodies such as Sport Australia who support a change of sport culture. There is no excuse (and no circumstance) to act poorly towards others.

Through this framework, BBA is striving for a culture within our sport where:

- Respect is shown for one another
- You are part of the solution by being supportive (not part of the problem)
- Positive barracking is the norm
- Feedback given to players and referees is via the correct channels
- Feedback is delivered appropriately and with respect

A positive cycle of improvement is dependent on each party doing their part.

Scope

This framework applies to all people in attendance at BBA competitions or tournaments, including coaches, team managers, staff, players, referees, other officials, and spectators.

Definitions

Behavioural Technical Foul - a penalty applied when a person shows some form of dissent or disrespect (by word or action) towards match officials, a referee or their calls.

Entourage - Includes any person in attendance who is associated with a player, including (but not limited to) family members and friends.

Occurrence – Occurrence will refer to a behavioural incident, instance, or issue.

Member Protection Complaint - A complaint made by an aggrieved person who feels there has been a breach of the Member Protection Policy.

Official Report – Basketball Victoria Report Form intended for a tribunal process

Stadium Services Officer (SSO) – previously known as Court/Venue Supervisor

Unacceptable Behaviour – The following are examples of unacceptable behaviour

- Question or challenge the ruling of the match referees (deliberate with no intent to cooperate/accept call)
- Berate or abuse game officials (ie Referees, score table personnel)
- Berate or abuse players (from either team)
- Berate or abuse team officials (from either team)
- Berate or abuse game day officials (eg. Referee Coaches, SSO's or BBA Staff)
- Berate or abuse other parents or spectators
- Display conduct which is inappropriate in a sporting environment
- Inciting poor behaviour in others
- Enter the playing court at any time without permission

Framework

Acceptable standards of behaviour are outlined in Basketball Victoria's [Codes of Conduct](#) and all persons entering venues for the purposes of BBA competition do so under the Conditions of Entry.

Behaviour considered abusive, degrading, derogatory, discriminatory, or intimidating is not acceptable from anyone in the basketball community and constitutes a breach of the Codes of Behaviour and Conditions of Entry. There is no excuse for abuse!

Everyone has a responsibility to maintain a safe environment, BBA encourages 'calling out' inappropriate behaviour.

BBA is committed to maintaining an environment where participants and referees are safe to grow and develop. We recognise that nobody is perfect, and mistakes will be made. It is important that no one is criticized for making mistakes as this does not assist them to develop their skills. The longevity and continual improvement of the sport is dependent on players, coaches and referees *wanting* to participate.

This framework is designed to manage breaches of our [Codes of Conduct](#). It is expected that this framework is applied consistently and fairly.

1.0 BBA's commitment:

a. Pre-game huddles under 12's and above

To occur between the referees, SSO and/or senior official, coaches and **team captains** and coaches and/or captains for senior competitions for introductions, to demonstrate good sportsmanship and establish expectations for the game.

b. Pre-game huddles under 8's and under 10's

Referee/s will endeavor to approach both teams and their coach to introduce themselves to everyone, demonstrate good sportsmanship and establish expectations for the game.

c. Mid-game huddles under 18 and below

If the coach has questions or wants to clarify call interpretations with the referee, a mid-game huddle will be facilitated by the SSO at the coach's request for no more than 1 minute between each team coach and the referees at an appropriate break (eg. quarter time, half time). Coaches

will have the opportunity to ask questions under the supervision of the SSO, allowing for referee education in communication with coaches.

Note: this is limited to one mid-game huddle per coach per game and will form part of the break time i.e. the break time will not be extended.

- i. Aim for a ratio of one SSO for every two courts in use to support the requirement for the SSO to be the liaison between team coaches, captains and referees.
- ii. Where possible, roster a mix of experienced or adult and junior referees for senior leagues.
Note: *referee declinations of appointments will impact preferred rosters*
- iii. Share incidents and/or relevant information and feedback with club or team contacts to create awareness. Clubs/teams are encouraged to use this information to improve club culture and encourage suitable behaviour. There may be instances where BBA deem action is warranted by the club/team, and if so any requirements will be communicated.
- iv. Notify clubs when a member has been issued two or more Behavioural Technical Fouls in the same season, outlining the associated penalties

2.0 Communication protocols

- a. We understand that communication between referees, teams, and SSO's is important in all age groups to facilitate learning, however there are situations where some parties to the communication are still developing skills to effectively respond and engage.
- b. Many of our referees are **adolescents** who range from 12 to 17 years of age and are going through major social and physical changes. Communication with ALL referees, including adolescents, should be age appropriate, respectful and constructive.
- c. If a referee is comfortable with questions during dead ball periods of a game (based on their experience or accreditation) this can be identified and trialed. The referee can revoke this permission if questions are not asked at an appropriate time or manner by notifying the coaches and SSO.

As such the following protocols will be enforced:

- i. For referees under 16 years of age (**green lanyard and green shirt sleeves**), coaches can only direct a question to the officials in a break and with the SSO present, unless alternate expectations were set during the pre-game huddle.
 - ii. For referees 16 or 17 years of age (**green lanyard**), coaches or captains can respectfully ask the official a question about a call. To respectfully ask infers that the question is:
 1. Asked during a dead ball period and not interrupting another action
 2. Is not asked in an aggressive, overly demonstrative or prolonged manner, and
 3. Ends when the official has provided an answer i.e. ask once, get a response, move on.
 - iii. Referees are expected to respond and engage with mutual respect to questions and feedback from coaches. Coaches are encouraged to speak with the SSO should they have concerns or feedback in relation to the referee's communication.
- d. Not agreeing with a referee decision IS NO EXCUSE FOR ABUSE**

3.0 Club responsibilities

- a. All Clubs must ensure that all persons under its control comply with BBA's Governance & Operational policies, Guidelines and Rules of Operations.
- b. Club Team personnel (Coaches and Team Managers) each have a responsibility to address any inappropriate behaviour from within their team (players, spectators, volunteers).
- c. SSO's will be the first point of contact when addressing unacceptable behaviour but due to existing relationships with team players, parents, spectators and volunteers the SSO may call on a team representative to assist.
- d. SSO's will contact Bendigo Police in instances where enforcement of this framework is met with resistance.

3.1 Responsibility of Club Team Coaches and Team Managers

- a. Be identifiable and present on the bench
- b. Introduce themselves to the SSO either during the pre-game huddle or directly afterwards
- c. Assist the SSO if asked to speak to club or team spectators in relation to their behaviour and adherence to the Codes of Behaviour
- d. Liaise with and work together with the SSO to remove spectators who refuse to adhere to the Codes of Conduct
- e. Confirm the identity of suspended persons if they are present in a venue when asked by the SSO, Referee or Referee Coach

4.0 Incident Reporting Framework

Reports can be made in the following ways:

a. Shift Summary

SSO's are required to record behaviour issues and feedback about referees within their shift summary provided to BBA Basketball Manager and Bendigo Technical Officials Committee for issue and trend analysis, including direct follow up with referees and SSOs.

b. Behavioural Technical Foul Report

Details of Behavioural Technical Fouls issued are required to be recorded by Officials on the Behavioural Technical Foul Report Form provided to BBA. The tally of fouls will be re-set to zero at the end of each season.

c. Official Report

An official report can be submitted by a SSO or Official and will be actioned pursuant to the Basketball Victoria Tribunal By-Law. Reports must be submitted promptly after the match or other activity occurred.

d. General Complaint

A written complaint can be submitted by any person via their club.

e. Member Protection Complaint

Basketball Victoria and each member club/association has a Member Protection Information Officer who can assist to provide the options available. – see the [Basketball Australia Member Protection Policy](#).

5.0 Spectator Codes of Conduct

- a. Analysis of existing behaviours shows that there are occurrences where unacceptable behaviour is more frequent and/or the outcome is more detrimental than positive.
- b. BBA encourages positive barracking. Club Team Managers or Team Coaches have a responsibility to work with the SSO to manage incidents where spectators are in breach of the Code of Behaviour, in particular:
 - i. Respect the decisions of officials and teach young people to do the same.
 - ii. Never ridicule or scold a player or official for making a mistake.
 - iii. Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
 - iv. Do not use foul language, vilify, sledge, or harass players, coaches, team managers or officials.
 - v. Respect the rights, dignity and worth of every person regardless of their age, gender, ability, cultural background, or religion.
- c. A breach of any of the above codes should be reported to the SSO who will liaise with the Team Manager in the first instance (if no team manager the coach or captain) to jointly manage the behaviour. *While it is preferable and best practice that a warning be given in the first instance, no warning is required to remove the spectator from the court area.* If the spectator does not comply or exhibits additional breaches of the Codes of Behaviour, the SSO will eject the spectator from the stadium/venue.
- d. Any such direction from the SSO will remain in place until the team has left the stadium.
- e. In instances where a spectator is non-compliant with a direction made within the framework, the SSO will stop the game and contact Bendigo Police to provide assistance. The game will not resume until the spectator has complied with the direction of the SSO.
- f. Any code of behaviour breach must be recorded on the SSO shift summary.

6.0 Behavioural Technical Foul (BTF)

- a. Unacceptable behaviour that occurs within the context of a game (player, coach, team manager, score bench) will be dealt with by use of a Behavioural Technical Foul.
- b. Players, Coaches, score bench or the team bench can be issued a Behavioural Technical Foul.
- c. The following occurrences are considered instances that warrant a Behavioural Technical Foul but are not limited to:
 - i. Aggressive or excessive motioning of the arms, holding arms in the air following a call for a prolonged period of time
 - ii. Aggressive or sarcastic hand claps directed at an official or opposition player or showing resentment for a call or non-call
 - iii. Running towards or aggressively approaching a referee or opposition player
 - iv. Aggressively shouting a reaction to a call or using profanity or swearing
 - v. Extended or prolonged complaining about or questioning a call, particularly after being told to stop
 - vi. Aggressively or unnecessarily attempting to demonstrate actions such as travelling or verticality after a foul call
 - vii. Not responding to a warning by repeating the action (or some other disrespectful action)

6.1 Behavioural Technical Foul Process

- a. The intent of this procedure is to de-escalate a situation either by creating awareness of an occurrence or by issuing a penalty.
- b. The presiding Referee will be responsible for monitoring on-court occurrences by using the Behavioural Technical Foul procedure as follows:
 - i. Give a warning to the offending person letting them know that the behaviour is unacceptable. This will constitute a warning to all players on that team e.g. a team warning
 - ii. If unacceptable behaviour continues, issue a Behavioural Technical Foul
 - iii. If unacceptable behaviour continues, issue a second Behavioural Technical Foul and disqualify player or coach from the game.
 - iv. Consider submitting an Official Report to Basketball Victoria if the behaviour is severe or continued after the offender was disqualified.
 - v. Referees are required to submit a Behavioural Technical Foul Form for every Behavioural Technical Foul
 1. *While it is preferable and best practice that a warning be given in the first instance, a referee is not obliged to issue a warning if behaviour is considered excessive or past the point of de-escalation.*
 2. *Standard technical fouls can still be issued during a game but will not be included in the tally of Behavioural Technical Fouls.*
- c. The SSO or Referee Coach (where in attendance) has a responsibility to:
 - i. Exercise a duty of care towards the referee by monitoring behaviour
 - ii. Direct a referee to make a Behavioural Technical Foul call (or warning) if the referee has not seen or heard the occurrence
 - iii. Request that a coach or team manager assist with speaking with an offending player or spectator to de-escalate a situation before penalties are applied.

6.2 Behavioural Technical Foul Reviews

- a. BTF reviews can be submitted to BBA by the affected person up to 48 hours after notice is received of a behavioural technical foul call.
- b. BTF Reviews will be investigated by the Referee Advisor and consideration given to the following:
 - i. Statement provided by offender
 - ii. Statement of the presiding referee and/or SSO
 - iii. Any other witness account provided
- c. An up-held review will result in the occurrence being removed from any record keeping. There will be no avenue for compensation in relation to the penalty applied at the time the call was made.
- d. The BTF review decision of the Referee Advisor is final.

7.0 Sanctions

7.1 Breaches of the Behaviour Management Framework

- a. Any spectator ejected from a game will receive an automatic two-week venue/competition suspension
- b. An automatic four-week suspension will apply to any spectator ejected twice in the same season
- c. A competition ban pending the successful completion of "Play By The Rules" course will apply to any spectator ejected three times in the same season.
- d. If a player, coach, team manager or scorable personnel is ejected from the venue (not game disqualification), the club or independent team will forfeit the game
 - i. The individual/s will also be suspended for one week following the match
 - ii. Persons suspended may have their Name and Club published on the BBA website to facilitate enforcement of venue suspensions
 - iii. Club Coaches and Team Managers may be asked to confirm if suspended persons are present in venues

7.2 Behavioural Technical Foul

- a. At the time a Behavioural Technical Foul is called, the penalty is 2 Free Throws plus possession.
- b. BBA will notify clubs when a member has been issued two Behavioural Technical Fouls in the same competition season i.e. the BTF register is valid for pre-season/grading and championship seasons combined. This notification will constitute a warning.
- c. The following sanctions will apply immediately when a member exceeds two Behavioural Technical Fouls in the same season:
 - i. Three (3) Behavioural Technical Fouls - One week suspension and person required to complete on-line "Play By The Rules" course and submit proof of completion
 - ii. Four Behavioural Technical Fouls - 3 additional weeks suspension
 - iii. Five Behavioural Technical Fouls - 5 additional weeks suspension, banned from competition and all venues. However, 2 weeks of the 5-week suspension shall be held as a good behaviour bond with the requirement that the relevant person attends the next available Level 0 Beginner Referee Theory Course. Failure to attend or already complete a referee course will result in the relevant person immediately serving the remaining 2 weeks.
 - iv. Six Behavioural Technical Fouls – competition and venue ban until such time that a behavioural consultation meeting with BBA and a Club/team representative is attended. This meeting will be called within 7 days of the person receiving their 6th Behavioural Technical Foul.
 - v. BBA may impose additional penalties at their discretion.
 - vi. Where a sanction has not been served in full by the end of a season, the remainder to serve will be rolled over into the following season.