



Drysdale Clifton Springs Pickleball Club

Code of Conduct Policy

1. Scope

This policy applies both on and off the court to:

- All members of the Drysdale Clifton Springs Pickleball Club (DCSPC).
- Volunteers, coaches, referees and Committee members.
- Visitors and spectators participating in or attending club activities.

2. General Principles

- Treat all people with respect, dignity and fairness.
- Respect the rights, worth and safety of every person regardless of age, ability, gender, cultural background or sexual orientation.
- Contribute to a positive and welcoming club culture.

3. Club Member and Player Conduct

- Abide by the rules of pickleball and the decisions of referees or organisers without argument.
- Always demonstrate good sportsmanship.
- Play in a manner that upholds the safety and wellbeing of others.
- Respect opponents, teammates, coaches, referees and volunteers.
- Refrain from any form of harassment, bullying, discrimination, threatening or abusive behaviour.
- Refrain from any behaviour that brings the club, the sport, members or players into disrepute.
- Refrain from abusing paddles, balls or other equipment, at any time before, during, or after a game. This includes intentionally throwing, kicking or hitting equipment or court fixtures in anger or frustration, releasing a paddle recklessly, and striking the ball or equipment with disregard for safety.

- Declare any conflicts of interest when acting in an official capacity.
- Follow club policies, procedures and directions from the Committee.

4. Volunteer and Official Conduct

- Remain impartial, consistent and fair in decision-making.
- Encourage participation, enjoyment and skill development.
- Refrain from favouritism or bias.
- Ensure a safe environment for all players and spectators.

5. Child Safety

- Comply with the **Victorian Child Safe Standards** and the DCSPC Junior Program Code of Practice and Pickleball Australia Participant Code of Behaviour Policy.
- Always prioritise the safety and wellbeing of children and young people.
- Report any concerns about child safety to the DCSPC Junior Program Code of Practice Responsible Officer immediately.

6. Spectator, Parent and Guardian Conduct

- Encourage players to participate for enjoyment and personal growth, not just for winning.
- Respect officials' decisions and refrain from any kind of criticism.
- Be a positive role model through behaviour and attitude.

7. Drugs, Alcohol and Anti-Doping

- Refrain from using, possessing, encouraging, facilitating, supplying or being under the influence of illegal or banned substances at any DCSPC activity or event.
- Where permitted, alcohol must be consumed responsibly and in accordance with venue rules and Victorian law. Intoxicated or disruptive behaviour will not be tolerated.
- Members must comply with applicable Pickleball Victoria, Pickleball Australia and Sport Integrity Australia anti-doping policies, including testing requirements where relevant.

8. Match Integrity and Prohibition of Match Manipulation

- Refrain from manipulating or attempting to manipulate the outcome of a match or any part thereof.
- Refrain from offering, accepting or soliciting any financial or other benefit to influence the result of a game.

- Refrain from betting on or being involved in wagering on any match in which they participate.
- Refrain from providing inside information for betting or financial advantage.

9. Complaints, Incidents, Misconduct and Resolution Process

Step 1 – Informal Resolution

- Wherever possible, issues should first be discussed directly between the people involved. Having a calm, respectful conversation may resolve the matter quickly without formal action.

Step 2 – Formal Complaint/Incident Report

- If the matter cannot be resolved informally, a complaint or Incident Report should be made in writing to the **President / Vice President**.
- The complaint should include:
 - Details of the incident or concern.
 - Names of those involved.
 - Dates and any supporting evidence (if available).
 - The desired outcome.

Step 3 – Complaint Process

- The complaint and/or Incident will be acknowledged as promptly as possible.
- The complaint/incident respondent will be informed in writing of the complaint/incident together with the relevant date and venue, and invited to submit a written account of their version of events.
- The complaint and response once reviewed, will be considered by the President/ Vice President and will be either;
 - Addressed in person through mediation by the President, Vice President or nominated representative. The mediation process and outcome will be documented by the President, Vice President or nominated representative.
 - OR
 - The complaint and response will be referred to the Independent Panel for review, consideration and conclusion.

Step 4 – Submissions for Independent Panel consideration

To maintain a fair and equitable process, the DCSPC Committee shall annually appoint an Independent Panel consisting of up to six (6) people, three (3) of whom will comprise any

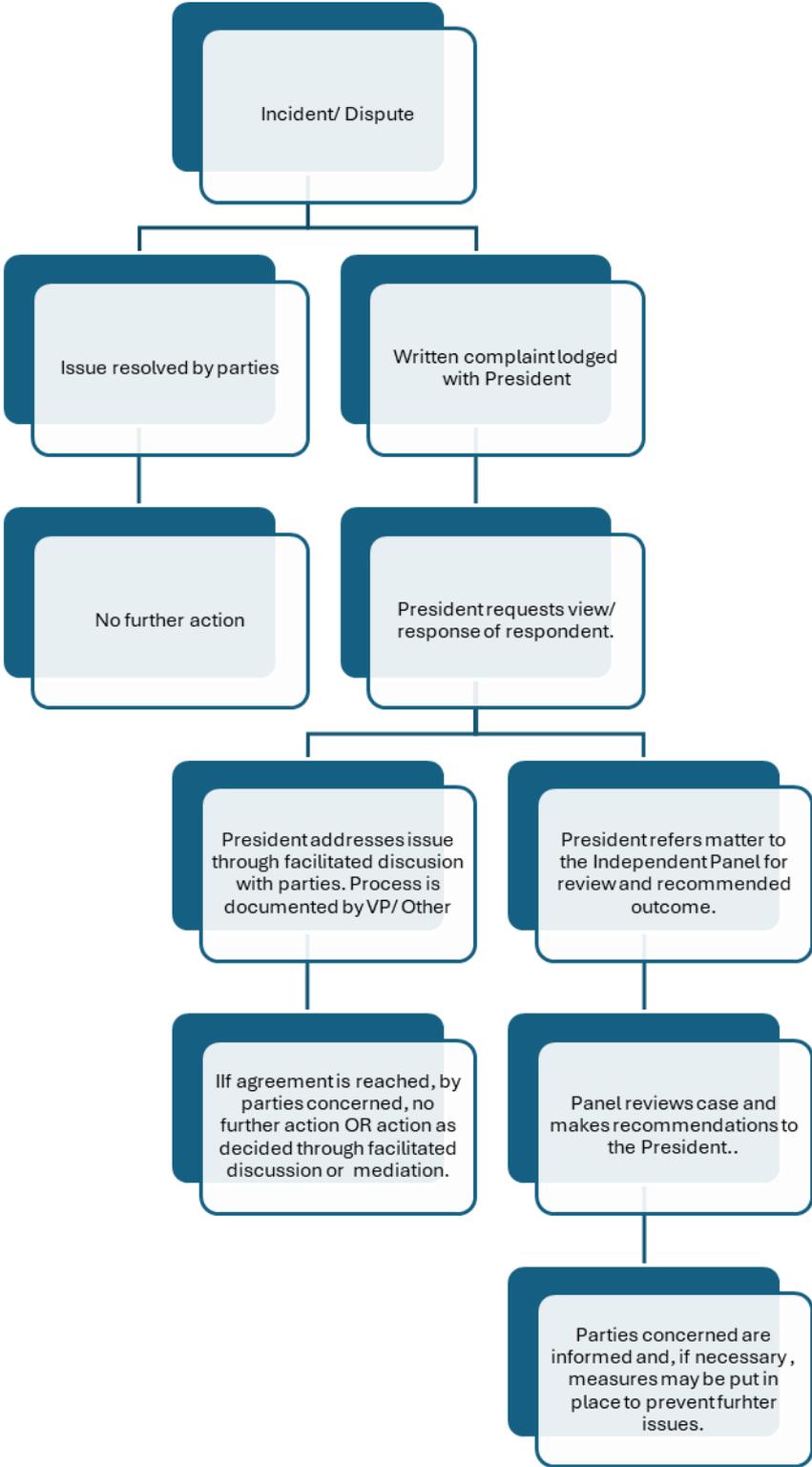
single Panel sitting. Panel members will not be directly associated with the person(s) who lodges the complaint or are named in the complaint, misconduct or incident report. The six (6) appointed panel members will be thoroughly conversant with the rules of pickleball and the club, and capable of being fair and equitable in all matters before them.

- The DCSPC Committee shall appoint the panel members and Chairperson of the Independent Panel.
- The Independent Panel will meet when an occasion demands, and their decision will be final and binding.
- The following steps outline the order of process:
- All parties will be given the opportunity to present their perspective to the Independent Panel in both written and verbal form.
- If required by the panel, witnesses may submit a statement in writing. This statement should include impressions of the circumstances and/or events relating to the report.
- External advice may be sought from Pickleball Victoria, Pickleball Australia, Sport Integrity Australia or Child Safe authorities, etc.

Step 5 – Resolution and Outcome

- Possible outcomes include:
 - Mediation and/or facilitated discussion.
 - A formal warning.
 - Suspension of membership or playing rights.
 - Termination of membership (for serious or repeated breaches).
 - Criminal matter will be referred to Victoria Police.
 - Legal claims will be referred to the DCSPC Legal Counsel.
 - Complaints and concerns relating to child abuse will be managed in accordance with the Junior Program Code of Practice.
- The Independent Panel decision will be final and binding.
- The Independent Panel decision will be provided to the club President or Vice President for dissemination to all parties involved.

Complaints Procedure Flowchart



10. Related Documents

- DCSPC Junior Program Code of Practice.
- Pickleball Victoria Member Protection Policy
- Pickleball Australia Participant Code of Behaviour Policy

11. Acknowledgement

By participating in club activities, all members, players and visitors agree to abide by this Code of Conduct.

Drafted by – Cheryl Elvey, Alison Lugg and Jos Kurrle	Responsible people – President and Vice-President
Approved by committee / /	Scheduled review date / /