

HILLS BASKETBALL ASSOCIATION LTD

PO Box 6426, Baulkham Hills BC, NSW, 2153

Phone: 02 9894-8944

Email: info@hillshornets.com.au

Website: www.hillshornets.com.au

ABN 26 667 459 814

Organisation:	Hills Basketball Association Ltd
Policy Name:	Zero Tolerance Policy
Effective Date:	01/07/2024
Approved by:	CEO
Reviewed:	Annually

1. Purpose

The purpose of this policy is to ensure a safe, respectful, and enjoyable environment for all players, officials, spectators, staff, and volunteers at Hills Basketball Association Ltd (HBA) venues and events. HBA adopts a **Zero Tolerance** approach to inappropriate behaviour, verbal or physical abuse, violence, or harassment at any HBA-sanctioned or Basketball NSW (BNSW)-sanctioned activity.

This policy supports the principles of fair play and safe participation, and aligns with the values promoted by:

- **Play by the Rules**
- **NSW Office of the Children's Guardian**
- **NSW Office of Sport**

More information is available via the following resources:

- www.playbytherules.net.au
- www.kidsguardian.nsw.gov.au
- www.sportandrecreation.nsw.gov.au

2. Scope

This policy applies to all individuals involved in HBA competitions, programs, events, or activities, including:

- Players and coaches
- Referees and officials
- Parents, spectators, and guardians
- HBA staff, volunteers, and contractors
- Venue visitors, vendors, or any member of the public in attendance

3. Policy Statement

HBA has zero tolerance for any behaviour that is abusive, violent, harassing, discriminatory, or otherwise inappropriate in a sporting environment. This includes—but is not limited to—what is commonly known as "**sport rage**": violence, foul language, intimidation, abuse, or harassment connected to sport.

Such behaviour undermines enjoyment, compromises safety, and negatively impacts the reputation and operation of our Association. **No warnings are required** before action is taken under this policy.

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4. Prohibited Conduct

The following behaviours are strictly prohibited at all HBA venues, competitions, and events:

- Persistent, willful, or aggressive questioning of referees or officials
 - Verbal abuse, threats, or harassment of referees, players, coaches, staff, or spectators
 - Physical violence, intimidation, or fighting
 - Discriminatory or offensive language or gestures
 - Abusive or threatening behaviour toward HBA staff or volunteers
 - Inappropriate or disruptive conduct affecting the safety or enjoyment of others
 - Breaches of HBA, BNSW, or Basketball Australia codes of conduct, by-laws, or policies
 - Conduct in violation of any applicable State or Commonwealth laws
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5. Enforcement

Any individual engaging in prohibited behaviour will be subject to immediate consequences, including but not limited to:

- Immediate removal from the venue by HBA staff or security
- Suspension from HBA programs or competitions
- Referral to a disciplinary tribunal or formal misconduct process
- Bans from future events or permanent revocation of access rights
- Referral to police or relevant authorities where required

HBA staff or officials may remove individuals from the venue without warning if their conduct poses a risk to the safety or wellbeing of others. Failure to comply with a directive to leave may result in police involvement or further disciplinary action.

6. Right of Refusal

HBA reserves the right to refuse entry to any person who is:

- In breach of this policy
- Subject to an active suspension or ban
- Known to present a risk to the safety or welfare of others

This right applies to all HBA-managed venues and events, including those hosted on behalf of third parties.

7. Reporting and Follow-Up

Anyone who witnesses a breach of this policy is encouraged to report it immediately to venue staff or officials. Feedback or concerns may be directed to the HBA Chief Executive Officer on the next business day.

All reports will be treated seriously and managed in accordance with HBA's Member Protection Policy and relevant procedures.

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8. Legal and External Processes

This policy operates in parallel with:

- NSW Child Protection legislation
- BNSW Disciplinary Tribunal processes
- Basketball Australia Member Protection and Integrity Policies

Action taken under this policy may occur in addition to, or separately from, legal or formal disciplinary proceedings initiated by governing bodies.

9. Review

This policy will be reviewed annually, or earlier if required due to changes in legislation, complaints, or operational needs.