Basketball Illawarra is calling for applications for The Head Coaching Positions for the 2019 representative season and for Expressions of Interest in the Assistant Coach and Team Manager Positions.

Those interested must be willing to make a commitment to the Basketball Illawarra Program throughout the 2019 Basketball NSW Representative Season.

Post applications addressed to:

Basketball Illawarra
Attention: Kevin Marsh
IBA Executive Officer
PO Box 7141
Gwynneville NSW 2500

Or by email to:

kevin.marsh@snakepit.com.au
NB: Failure to correctly and accurately complete all sections of this application form before submitting may result in your application being either rejected or only conditionally considered. Applications will be considered by the IBA Coaching Committee selection panel. Interviews may or may not be requested at the discretion of the panel. Only Head Coaches will be appointed in the initial round. Assistant Coaches and Team managers will be appointed by the IBA Coaching Committee selection panel in consultation with the relevant selected Head Coaches.

SURNAME: _____________________________  FIRST NAME: _____________________________

ADDRESS: ________________________________________________________________

EMAIL: ________________________________________________________________

*All communication is made via email. Please ensure you have access to email.

PHONE: (H) ____________ (W) ____________ (M) _________________

1. NATIONAL COACHES ACCREDITATION SCHEME

   LEVEL: ____________  NUMBER: ____________  EXPIRY: ____________

2. I WISH TO APPLY FOR THE FOLLOWING POSITIONS (in order of preference)

Position (e.g. Head Coach / Manager / Assistant Coach)

Teams: Championship Men  Championship Women  Division One Men
Youth League Men  Youth League Women

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3. If unsuccessful in obtaining a Head Coach position would you be willing to consider an appointment as an Assistant Coach?

☐ YES  ☐ NO

4. Please quote your Working With Children Check (NSW) Number & Expiry Date.

WCC (NSW) Number: _____________________________  Expiry Date: _____________________________
5. Do you have previous representative basketball coaching experience?

☐ YES  ☐ NO

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<th>YEAR:</th>
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6. BRIEF SUMMARY OF COACHING/MANAGEMENT HISTORY/EXPERIENCE:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

7. Have you ever been cited and appeared before a judiciary and/or been banned/suspended from a sporting organization?

☐ Yes  ☐ No  If yes, please name the sporting organization: _______________________

Penalty imposed: ____________________________________________________________

APPLICANT'S STATEMENT:

I confirm that the above information that has been provided is correct. I have read and understood the Selection Criteria and Conditions of Appointment I agree to abide by and carry out the duties, responsibilities and conditions of appointment for any coaching position to which I am appointed.

SIGNED: ___________________________  DATE: __________

Date received: ____________________  Staff member: ____________________

Date forwarded to Coaching Committee:  ☐ Successful  ☐ Unsuccessful

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CODE OF BEHAVIOUR – COACHES, OFFICIALS AND SUPPORT STAFF

Please ensure you understand, sign and date the Coaches, Officials and Support Staff Code of Behaviour (Sign on pg 7) and Code of Conduct and Ethics (Sign on pg 9). No Application will be accepted if this is not completed.

As a coach, official and/or support staff member appointed by Basketball New South Wales (BNSW), or by a member organisation that has adopted this Member Protection By-Law and/or this code, you are expected to meet the following requirements in regard to your conduct at all times:

1. Comply and encourage compliance with BNSW standards, Constitution, By-Laws (including but not limited to the Anti-Doping, Zero Tolerance and Member Protection By-Laws) and policies
2. Encourage and adhere to the rules and spirit of the sport of basketball including national and international guidelines, regulations and rules that govern BNSW and the game of basketball and the particular competition in which you are participating
3. Make a commitment to providing a quality service to athletes, BNSW and the game of basketball by:
   a) Maintaining or improving your current level of accreditation;
   b) Seeking continual improvement through performance appraisal and education;
   c) Providing a training program which is planned and sequential; and
   d) Maintaining relevant records
4. Be fair, considerate and honest with all players, officials and team members. Ensure that every player's time spent with you is a positive experience. Treat each player as an individual by:
   a) Providing each player with equal attention and opportunities;
   b) Respecting the talent, development stage and goals of each individual player; and
   c) Helping each player reach his or her full potential
5. Do not use your involvement with BNSW to promote your own beliefs, behaviours or practices where these are inconsistent with those of BNSW
6. Refrain from any form of abuse, harassment or discrimination, or any conduct which might reasonably be regarded as abuse, harassment or discrimination towards others. Be alert to any conduct which may be reasonably regarded as abuse, harassment or discrimination that is directed towards athletes from other sources whilst they are in your care
7. Ensure that any physical contact with players is appropriate for the situation and necessary for the player's skill development
8. Refrain from any intimate relationship or affair with athletes under your care, supervision or tutelage
9. Avoid unaccompanied and unobserved activities with persons under the age of 18 years wherever possible

10. Treat people involved in the game of basketball with courtesy, respect and proper regard for their rights and obligations and in particular, respect the spirit of fair play and non-violence

11. Team coaching staff and management should not remain in team changing rooms unnecessarily. Coaching staff and management should only be required in changing rooms for pre-game, half-time or post-game team meetings. Player’s privacy must be respected at all times.

12. Refrain from any conduct which is; might be reasonably regarded as; or is being investigated for potentially being a breach of the law applicable to the jurisdiction in which you are located at any time

13. Do not denigrate and/or intimidate players, officials, spectators or event organisers

14. Refrain from unnecessary or obvious dissension, displeasure or disapproval with officials’ decisions or spectator or player conduct

15. Be responsible in the consumption of alcohol products. You must also be responsible for the consumption of alcohol products by athletes in your care that are under the legal age for consumption of such products

16. Treat another person’s property with respect and due consideration of its value

17. Respect the law and customs of each area you visit in foreign countries

18. Do not make statements or take part or otherwise participate in demonstrations (whether verbally, in writing or by any act or omission) regarding political, religious or racial matters or any such matters which are prejudicial to or contrary to the objects, purposes or interests of BNSW or which bring BNSW or the squad or team into disrepute

19. Show concern and caution towards sick and injured athletes by:
   a) Providing a modified training program where appropriate;
   b) Allowing further participation in training and competition only where appropriate;
   c) Seeking medical advice when required; and
   d) Maintaining the same interest and support towards sick and injured athletes

20. Provide a safe environment for training and facilities and competition by:
   a) Ensuring equipment and facilities meet safety standards; and
   b) Ensuring equipment, rules and the environment are appropriate for the age and ability of the athletes

21. Behave and encourage behaviour that upholds the highest standards of integrity and dignity. Uphold, and not injure or compromise, the standing and reputation of Basketball New South Wales

22. Not engage in, or encourage, any conduct which is unbecoming of a BNSW representative that brings the game of basketball and/or BNSW into disrepute or is otherwise harmful to the interests of basketball and/or BNSW
23. Basketball NSW requests that all coaching and support staff refrain from having team members, especially those Under 18, as personal facebook/social media friends. A closed group format to assist with communication is available. Please review the BA Member Protection Policy By-Laws adopted by Basketball NSW for further social media criteria.

Be a positive role model for basketball and players. Encourage all participants to demonstrate the qualities outlined in this Code.

**What is a breach of the MPP (Member Protection Program) By-Law?**

It is a breach of this By-Law for any person or organisation bound by this policy to do anything contrary to this By-Law, including but not limited to:

1. Breaching the Codes of Behavior (refer to Part B of this By-Law);
2. Bringing the sport and/or Basketball New South Wales into disrepute, or acting in a manner likely to bring the sport and/or Basketball New South Wales into disrepute;
3. Failing to follow Basketball New South Wales policies and By-Laws (including this By-Law) and our procedures for the protection, safety and well-being of children;
4. Discriminating against, harassing or bullying (including cyber-bullying) any person;
5. Victimising another person for making or supporting a complaint;
6. Engaging in an inappropriate intimate relationship with a person that he or she supervises, or has influence, authority or power over;
7. Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the sport;
8. Disclosing to any unauthorised person or organisation any Basketball New South Wales information that is of a private, confidential or privileged nature;
9. Making a complaint that they know to be untrue, vexatious, malicious, or improper;
10. Failing to comply with a penalty imposed after a finding that the individual or organisation has breached this By-Law; and
11. Failing to comply with a direction given to the individual or organisation as part of a disciplinary process.

**Disciplinary measures**

Basketball New South Wales may impose disciplinary measures on an individual or organisation for a breach of this By-Law and policies. Any disciplinary measure imposed will be:

- Fair and reasonable;
- Applied consistent with any contractual and employment rules and requirements;
- Based on the evidence and information presented and the seriousness of the breach; and
- Determined in accordance with our Constitution, Policies, this By-Law and/or rules of the sport.

**Individual**
Subject to contractual and employment requirements, if a finding is made by a Tribunal (Administrative or Disciplinary) that an individual has breached this By-Law, one or more of the following forms of discipline may be imposed:

1. A direction that the individual make a verbal and/or written apology;
2. A written warning;
3. A direction that the individual attend counselling to address their behaviour;
4. A withdrawal of any awards, scholarships, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by Basketball New South Wales;
5. A demotion or transfer of the individuals to another location, role or activity;
6. A suspension of the individual’s membership or participation or engagement in a role or activity;
7. Termination of the individual’s membership, appointment or engagement;
8. A recommendation that their association terminate the individual’s membership, appointment or engagement;
9. In the case of a coach or official, a direction that the relevant organisation de-register the accreditation of the coach or official for a period of time or permanently;
10. A fine; and/or
11. Any other forms of discipline that the Tribunal considers appropriate.

I _____________________________ (name) agree to uphold the Coaches, Officials and Support Staff Code of Behaviour as adopted by Basketball NSW and endorsed by Basketball Illawarra.

Signed _____________________________________ Dated ___________
BASKETBALL AUSTRALIA CODE OF CONDUCT & ETHICS
FOR TEAM COACHES, OFFICIALS & SUPPORT STAFF

As a coach, official or support staff member appointed by Basketball Australia ("BA"), or by a member organisation that has adopted the code, you are expected to meet the following requirements in regard to your conduct at all times.

1. Comply and encourage compliance with BA standards, Constitution, By-Laws (including but not limited to the Anti-Doping and Member Protection By Laws) and policies.

2. Encourage and adhere to the rules and spirit of the sport of basketball including national and international guidelines, regulations and rules that govern BA and the game of basketball and the particular competition in which you are participating.

3. Make a commitment to providing a quality service to athletes, BA and the game of basketball by:
   (a) Maintaining or improving your current level of accreditation;
   (b) Seeking continual improvement through performance appraisal and education;
   (c) Providing a training program which is planned and sequential; and
   (d) Maintaining relevant records.

4. Be fair, considerate and honest with all players, officials and team members. Ensure that every player's time spent with you is a positive experience. Treat each player as an individual by:
   (a) Providing each player with equal attention and opportunities;
   (b) Respecting the talent, developmental stage and goals of each individual player; and
   (c) Helping each player reach his or her full potential.

5. Do not use your involvement with BA to promote your own beliefs, behaviours or practices where these are inconsistent with those of BA.

6. Refrain from any form of abuse, harassment or discrimination, or any conduct which might reasonably be regarded as abuse, harassment or discrimination towards others. Be alert to any conduct which may be reasonably regarded as abuse, harassment or discrimination that is directed towards athletes from other sources whilst they are in your care.

7. Ensure that any physical contact with players is appropriate for the situation and necessary for the player's skill development.

8. Refrain from any intimate relationship or affair with athletes under your care, supervision or tutelage.

9. Avoid unaccompanied and unobserved activities with persons under the age of 18 years wherever possible.

10. Treat people involved in the game of basketball with courtesy, respect and proper regard for their rights and obligations and in particular, respect the spirit of fair play and non-violence.

11. Team coaching staff and management should not remain in team changing rooms unnecessarily. Generally, coaching staff and management should only be required in changing rooms for pre-game or post-game meetings between coaches and athletes, or if attendance is otherwise required by an athlete.
12. Refrain from any conduct which is; might be reasonably regarded as; or is being investigated for potentially being a breach of the criminal law applicable to the jurisdiction in which you are located at any time.

13. Do not denigrate and/or intimidate players, officials, spectators or event organisers.

14. Refrain from unnecessary or obvious dissension, displeasure or disapproval with officials' decisions or spectator or player conduct.

15. Be responsible in the consumption of alcohol products. You must also be responsible for the consumption of alcohol products by athletes in your care that are under the legal age for consumption of such products.

16. Treat another person's property with respect and due consideration of its value.

17. Respect the law and customs of each area you visit in foreign countries.

18. Do not make statements or take part or otherwise participate in demonstrations (whether verbally, in writing or by any act or omission) regarding political, religious or racial matters or any such matters which are prejudicial to or contrary to the objects, purposes or interests of BA or which bring BA or the squad or team into disrepute.

19. Show concern and caution towards sick and injured athletes by:
   (a) Providing a modified training program where appropriate;
   (b) Allowing further participation in training and competition only when appropriate;
   (c) Seeking medical advice when required; and
   (d) Maintaining the same interest and support towards sick and injured athletes.

20. Provide a safe environment for training and facilities and competition by:
   (a) Ensuring equipment and facilities meet safety standards; and
   (b) Ensuring equipment, rules and the environment are appropriate for the age and ability of the athletes.

21. Behave and encourage behavior that upholds the highest standards of integrity and dignity. Uphold, and not injure or compromise, the standing and reputation of Basketball Australia.

22. Not engage in, or encourage, any conduct which is unbecoming of a BA representative that brings the game of basketball and/or BA into disrepute or is otherwise harmful to the interests of basketball and/or BA.

23. Be a positive role model for basketball and players. Encourage your player's to demonstrate the qualities outlined in this Code.

I _____________________________ (name) agree to uphold the Team Coaches, Officials and Support Staff Code of Conduct and Ethics as adopted by Basketball Australia and endorsed by Basketball Illawarra.

Signed ______________________________ Dated ___________
NOMINATIONS CLOSE

FRIDAY 14th SEPTEMBER 2018, C.O.B 5:00pm

2019 APPLICATION CHECK LIST

Form Attached
Signed 2019 Application Form (2 pages) .................................................. ☐ Yes ☐ No
*Signed agreement to comply with all IBA Coaching Codes of Behaviour, Conduct & Ethics
along with satisfying IBA expectations for previous coaching positions……☐ Yes  ☐ No
*Working with Children Check (Pg 10) .................................................. ☐ Yes ☐ No

Or

PLEASE NOTE: The IBA Coaching Selection Panel will undertake all application
assessments (& also interviews if required) for representative team positions. It will
recommend appointments to the IBA Coaching Committee who will submit approved
appointments to the IBA Board for ratification before appointments are announced.
Appointments can be withdrawn by the IBA Coaching Committee if all IBA guidelines
& criteria set out for trials & team selection are not met.
Appointments to Assistant Coach and Team Manager positions will be determined by
the IBA Coaching Selection Panel in consultation with the appointed team Head
Coaches. Expressions of Interest for these positions will be considered during this
process, however, appointments may not necessarily be made from the Expressions
of Interest submitted.

*Application will not be accepted without this information completed.