

INDOOR NETBALL FEDERATION OF
QUEENSLAND INC.,



POLICY DOCUMENT,
CODE OF CONDUCT
& INFQ MEDIA POLICY

For

SELECTORS

At INFQ

TOURNAMENTS

INDOOR NETBALL FEDERATION OF QUEENSLAND INC

POLICY DOCUMENT - SELECTORS

This policy document has been designed to provide all State Indoor Netball Selectors with a comprehensive guide to their respective roles and responsibilities when selected for Indoor Netball Federation of Queensland.

INFQ has an exemplary history at National Championships. On the court we have been competitive and disciplined - off the court we are renowned for our excellent behaviour and conduct.

This policy document reflects the attitude of INFQ's Management Committee to the ongoing commitment to increasing professionalism within the sport.

It is the intent of this document to provide you the selectors with clear statements and directions regarding their roles and responsibilities to ensure optimal performance.

Period of Appointment:

This policy shall apply to all selectors from their time of appointment or selection until such time as they are replaced or for such period as may be set by INFQ.

Non-Discrimination:

All INFQ Officials will ensure that they do not discriminate against any persons with whom they deal on the basis of Age, Sex or Race.

Public Comment:

No selector shall supply any information to the media or to any person for the purpose or use of the neither media, nor grant any interview to the media relating to matters of INFQ policy without prior approval from the INFQ Operations Manager.

Personal Conduct:

Selectors shall at all times conduct themselves with propriety and decorum and refrain from any conduct that is prejudicial to selecting. No selector should misuse their position of trust to exert improper influence on players or officials, in any manner, particularly by way of selection including attempts to induce players to change clubs.

INFQ abide by and will enforce a "NO ALCOHOL" & "NO SMOKING" policy.

Confidentiality: When selecting at any INFQ tournament, you will be only permitted to discuss any concerns or questions within your group of selectors, and with the exception of the Coaching Director and INFQ Operations Manager.

If you are found in breach of this then you will be removed from your appointment immediately.

Penalties:

Any contravention of this policy must be reported to the INFQ Operations Manager or any INFQ Management person present at the time. Upon receipt of a complaint an official must contact the INFQ Office who will convene a tribunal of suitable officials to investigate the allegations of misconduct. Such tribunal must notify INFQ of any recommended penalty for approval before it is implemented.

INFQ STATE SELECTOR

Responsibilities of a State Selector:

- ❖ The State Coach will be the Chairman of Selectors unless specified otherwise by the INFQ Operations Manager.
- ❖ A meeting will be held prior to the commencement of games to discuss requirements and to attain Coaches opinions on team composition.
- ❖ Ensure selections are per INFQ guidelines, confirmation to be sought from the Indoor Netball Federation of Queensland Coaching Director.
- ❖ Ensure there is a consensus amongst the selectors as to the player requirements.
- ❖ Must be available for the entirety of the tournament and must make the grade you are selecting in the priority at all times.
- ❖ Ensure objective selection methods are utilised.
- ❖ The Chairman of Selectors will liaise with Indoor Netball Federation of Queensland's Representative when necessary – Coaching Director and or Operations Manager.
- ❖ Discussion's outside the Selector's panel is not allowed regarding the State Team or its progress. All discussions are CONFIDENTIAL - under no circumstances following the naming of the teams debate outcomes with players, spectators etc.
- ❖ Must not be participating in the Grade of selection, however, if participating in another grade in any way, selections must be your first priority.
- ❖ Meeting to be held of all selectors at the end of the first day* to attain the list of possible and probable.
- ❖ At all times maintain integrity and your professionalism whilst representing I.N.F.Q.
- ❖ The Chairman of Selectors will provide the selected state team list to the INFQ Operations Manager prior to the finals.
 - The head selector will be provided with a state team sheet to be filled in (one spare if need) and shall also be given a "Shadow – Top 40 List" with the below to be done and implemented:
 - All selectors signatures to be on the original team sheet
 - Must hand to INFQ Operations Manager the "Shadow – Top 40 List"
- ❖ You must retain / keep all records from selections until the state teams have returned from the tour.



INFQ SOCIAL MEDIA POLICY

1. Purpose:

Social media offers the opportunity for people to gather in online communities of shared interest and create, share or consume content. As a member-based organisation, Indoor Netball Federation of Queensland – to be known as “INFQ”, recognizes the benefits of social media as an important tool of engagement and enrichment for its members.

It is important that INFQ’s reputation is not tarnished and/or by bringing the game of indoor netball into disrepute by anyone using social media tools inappropriately, particularly in relation to any content that might reference the organisation or its members. **INFQ / Members will be defined as** INFQ staff, INFQ member centers, INFQ superleague players, INFQ officials (Coaches, managers, sports trainers, selectors & umpires) and/or any other persons working, volunteering or assisting which will also include anyone at an INFQ sanctioned event.

When someone clearly identifies with INFQ and/or discusses their involvement in the organisation and event or activity in this type of forum, they are expected to behave and express themselves appropriately, and in ways that are consistent with our stated policies.

2. Scope:

This policy applies to INFQ member centers, superleague players, all state officials, umpires, sports trainers, selectors, volunteers, staff or any individual representing themselves as being a representative or a member of INFQ. (Defined)

This policy covers all forms of social media. Social media includes, but is not limited to, such activities as:

- Maintaining a profile page on social or business networking sites (E.g. LinkedIn, Facebook, Twitter or Snapchat);
- Comments on forums or chat rooms;
- Content sharing include Flickr (photo sharing) and You Tube (video sharing);
- Commenting on blogs/posts for personal or business reasons;
- Leaving product or service reviews on retailer sites, or customer review sites;
- Taking part in online votes and polls;
- Taking part in conversations on public and private web forums (message boards); or
- Editing Wikipedia page

The intent of this policy is to include anything posted online where information is shared that might affect INFQ / members (defined).

3. Guiding Principles:

- a. The web is not anonymous. INFQ / members (defined), should assume that everything they write can be tracked back to them.
- b. Due to the nature of our operations, the boundaries between our profession, volunteer time and social life can often be blurred.
- c. Honesty is always the best policy, especially online. It is important that you think of the web as a permanent record of online actions and opinions.
- d. When using the internet for professional or personal pursuits, everyone must respect INFQ/ members (defined) and follow the guidelines in place to ensure the intellectual property or our relationship with member centres and its members is not compromised (see 5.0 below).

4. Usage:

For anyone involved with the organisation INFQ using social media, such use:

- Must not contain, or link to, libelous, defamatory or harassing content. This also applies to the use of illustrations or nicknames;
- Must not comment on, or publish, information that is confidential or in any way sensitive to INFQ / members (defined); and
- Must not bring the organisation into disrepute and use such outlets as a method of bullying, harassing or intimidating anyone.
- Must not use the brand or image of INFQ or member centers (see 5.0 below) to endorse or promote any product, express political opinion; and it must be abundantly clear to all readers that any and all opinions shared are those of the individual, and not represent or reflect the views of INFQ.

5. Branding and Intellectual Property (IP):

It is important that any trademarks belonging to INFQ are not used in personal social media applications, except where such use can be considered incidental – (where incidental is taken to mean “happening in subordinate conjunction with something else”). Trademarks include:

- INFQ, member centres and/or member’s logos;
- Images depicting INFQ / members (defined), and/or equipment, except with the permission of those individuals;
- Other INFQ or member centers imagery including colours, emblems and/or uniforms.

6. Official INFQ blogs, social pages and online forums:

When creating a new website, social networking page or forum for INFQ use, care should be taken to ensure the appropriate written consent to create the page or forum has been granted.

Similarly, appropriate permission must be obtained for the use of logos or images. **Images or pictures of children (minors under the age of 18 years) may not be replicated on any site without written permission of the child’s parent or guardian.** This also includes names, address, performances or any personal details concerning the individual.

For official blogs, social pages and online forums:

- Posts must not contain, nor link to, pornographic or indecent content;
- Some hosted sites may sell the right to advertise on their sites through ‘pop up’ content which may be of questionable nature. This type of hosted site should not be used for online forums or social pages as the nature of the ‘pop up’ content cannot be controlled;
- INFQ / members (defined) should not use online pages to promote personal projects;
- All material published or used must respect the copyright of third parties.

7. Consideration towards others when using social networking sites:

Social networking sites allow photographs, videos and comments to be shared with thousands of other users. It should be recognized that it may not be appropriate to share photographs, videos and comments in this way. For example, there may be an expectation that photographs taken at a private function or activity will not appear publicly on the internet. In certain situations, this could breach the privacy act or inadvertently make the sport liable for breach of copyright.

Be considerate to others in such circumstances, information should not be posted unless consent has not been sought and given. Information, images etc. must be immediately removed about another person if that person asks them to do so.

- a. Under no circumstance should offensive or derogatory comments be made about INFQ / members (defined), online.

8. Breach of Policy:

- a. Detected breaches of this policy should be reported immediately to INFQ.
- b. If detected, a breach of this policy may result in disciplinary action in accordance with the INFQ’s complaints handling systems.
- c. Penalties may include but not limited to – suspension, suspension from play, suspension from all INFQ tournaments etc. depending on the circumstances.

9. Consultation or Advice:

This policy has been developed to provide guidance for INFQ members (defined), members, member centers, officials and volunteers. Anyone who are unsure of their rights, liabilities or actions online and are seeking clarification should contact the INFQ, as per below.

PLEASE REMOVE THIS PAGE, SIGN AND RETURN



I.N.F.Q. / I.N.F.A

**Policy Document, Code of Conduct
& INFQ Media Policy - **SELECTORS****



This Agreement is made between _____
(Please print clearly)

and Indoor Netball Federation of Queensland Inc.,

Team Selecting _____

The purpose of this Agreement is to set down the conditions relevant to your acceptance of a position as a Selector for INFQ.

1. I acknowledge that I have read the conditions of the I.N.F.Q. Code of Conduct and will abide by everything in this document or penalties will apply.
2. I have also read and understood the **INFQ Media Policy** and will abide by it at all times.

Selectors Name:
(Please Print Clearly)

Selectors Signature:

Date: / / 2017

Signature.....
(INFQ Operations Manager)

Date: / / 2018