

# **RVBA Conduct Review Policy**

## **Purpose**

The function of the RVBA Conduct Review Policy is three fold;

- 1) First to put forth expectations and guidelines of behavior that, when followed, will place RVBA players and representatives well within the conventional boundaries of sportsmanship and good will, as to set an example for others to aspire toward.
- 2) Second to recognize the responsibility to respond appropriately to individuals and groups of RVBA members who fail to meet the expectations and guidelines established in an educational and consistent manner through a corrective process and finally to disciplinary action should it be required, on behalf of the Association.
- 3) Thirdly to recognize, in exceptional circumstances, outstanding positive behaviour that reflects the values of RVBA.

## **Philosophy/ Principles**

RVBA promotes the sport of basketball not only for the values of the sport itself; fun, health, skill development, socialization, competition, sportsmanship, etc. but also for the community aspects of developing an association that creates a safe and responsible venue for children to enjoy the positive sport experience of basketball. RVBA accomplishes these goals with a sense of community pride.

RVBA recognizes that all members of the association are involved in the creation of our positive community and sport image: Directors, Coaches, Referees, Players, Parents and fans. Therefore, all members are accountable to the Association for conduct at meetings, events and/or games that might reflect upon RVBA and are expected to behave in a positive, polite and sportsman like manner.

RVBA recognizes that due to the character and strength of the many members and volunteers that make up our association it might be appropriate in exceptional circumstances to recognize outstanding conduct that exemplifies the values of our association.

## **Expectation & Guidelines**

RVBA recognizes that members will want to support our teams and players to be successful in competition, however this is where discretion must be exercised in the limits and nature of our support. Basketball fans appreciate good competition based on skill and athleticism regardless of which team is being successful. Booing, partisanship, criticism of coaches, players, and/or referees are not sportsmanship behaviours and do not comply with the expectation of RVBA. Issues during and after games that involve referees and/or opposing coaches are to be addressed, when appropriate, by the designated RVBA Coach or Board representative only. Players, parents and other supporters are not to become involved.

RVBA volunteers are essential for the operation of our association - Board of Directors, Coaches, Referees, Scorers & Time Keepers, etc. and should be shown every possible courtesy and consideration during the completion of their responsibilities. RVBA supports a 24 hour cool off period (Principle in Practice) with respect to all issues and concerns being addressed with volunteers. Members who have issue with volunteers are expected to allow 24 hours to elapse prior to approaching or communicating grievances with volunteers. When communication does occur between members and/or members and volunteers mature,

polite and respectful dialogue is required and expected by all parties; as conduct chosen will be accountable to the Association.

### **Principle in Practice**

For example;

- 1) Approaching an RVBA Coach with concerns about game decisions or playing time at the gymnasium after a game is not acceptable until 24 hours has passed; and then every effort should be made to have an honest and civil discussion in a setting that provides comfort and an appropriate level of confidentiality to everyone involved. After following this expectation, if the question is not satisfactorily resolved the matter should be referred to the responsible Board of Director member for further action.
- 2) Approaching a Referee and/or an Opposing Coach to address concerns should not be done by a member, other than the designated RVBA coach, and is otherwise unacceptable under any circumstances. Further, although there are times such as formally contesting the outcome of a game, where it may be necessary for an RVBA Coach to approach a Referee and/or an Opposing Coach with concerns prior to the passing of a 24 hour cooling off period, such action should be taken cautiously and without heightened emotion. The responsibility to represent RVBA in a positive manner should always be a consideration when Coaches undertake any such action. Issues of significant concern that can be postponed to allow for the expected 24 hour cooling off period apply to RVBA Coaches as well, as their role and responsibility within the Association is evident to everyone. Often, it is best to allow concerns with other associations, their coaches or other volunteers, members, fans, etc. to be addressed by RVBA Board of Director members.
- 3) Approaching a Timer and/or a Scorer with a grievance about a believed error that affected the outcome of a game (which cannot be corrected) after the game should not occur. After the 24 hour cooling off period, concerns should be addressed either to the individual in the proper manner or discussed with the Board member responsible as a training concern.

### **Referral Process**

The RVBA board member assigned responsibility for conducting incident reviews will be responsible to the RVBA Executive Committee to receive referrals, gather information, and complete a recommendation report to the RVBA Executive Committee. The Executive Committee may choose to have the board member conduct the review personally and report back (minor breaches of conduct) or to form a review committee to carry out an investigation / review and assist with the preparation of a recommendation report (major or complex breaches of conduct) - at their discretion.

Matters of conduct presenting concern should be resolved as quickly and simply as the situation will allow. Between individuals where possible and with the least amount of attention required that will result in an ethical and satisfactory resolution for the members and volunteers involved. Responsible persons, such as League Coordinators, Rep Team Coordinator, etc. should be informed when necessary and allowed to seek resolution before escalating matters to the Executive level. The Executive Committee should become involved only after matters have failed to be adequately resolved at the Coordinator level and further action is required.

Steps to be taken;

- a) Speak to the person involved (after 24 hrs. has passed)
- b) If not resolved, contact Board Member Responsible  
Ex. Rep Team Coordinator
- c) If not resolved, contact Executive Board Member  
Ex. RVBA President

Members wishing to bring a matter of conduct to the attention of the RVBA Executive Committee can contact any of the members: President, Vice-President, Secretary or Treasurer.

The Conduct Review Committee will consist of three members - the Director of the Conduct Review and two other impartial board members. If for any reason the "Director" cannot be involved within the process the RVBA Executive Committee will chose an appropriate substitute to assume those duties. The Conduct Review Committee is not an independent entity, all of its' authority, responsibility and accountability is derived from the Executive Committee and the CRC exists solely to allow for the efficient and impartial execution of those duties. Any action taken on behalf of RVBA to commend or sanction a member as a result of this process will be communicated through the Executive Committee. This responsibility may be delegated to the Director of Conduct Review when appropriate.

### **Conduct Review Process - Suspensions & Decisions**

Incidents requiring review will be considered by the RVBA Executive Committee and referral made to the Director responsible for the Conduct Review Process. When warranted the Executive Committee may choose to suspend the membership privileges of person(s) involved until the Conduct Review Process has been completed.

Once a referral is made to the Conduct Review Process the Director shall undertake the process and complete a report to the Executive Committee within two weeks. The RVBA Executive Committee will be responsible for deciding what action is appropriate after receiving the Directors report and / or recommendation from the Review Committee.

Due to the voluntary nature of RVBA, it must be expected that individuals may choose to curtail their involvement with the Association for any number of reasons. However, once a matter of conduct worthy of review has been recognized by the Executive Committee and referred to the Director - the review process will be followed and a report filed with the Executive Committee with recommendations.

### **Referral to Outside Agency**

Any situation or incident that is found to involve potential concerns of a criminal nature will be referred to the appropriate police authority. Similarly, any situation or incident involving possible issues of childcare, violence toward children or neglect, etc. will be referred to the Dept. of Social Development. Any such referral to an agency of greater

jurisdiction will immediately suspend any further action within the RVBA Conduct Review Process. **Referrals of this nature will be made by the RVBA Executive Committee.**

### **Appeal Process**

Appeals of action taken by the RVBA Executive Committee, as a result of the Conduct Review Process are to be considered by the RVBA Board of Directors. Notice of a members wish to appeal the Executive Committee action shall be filed by written correspondence (letter, e-mail), outlining the bases of the appeal, with the RVBA Secretary within 10 days of receipt of notice of the action taken. Notice of decision shall be by registered mail.

### **RVBA Recognition Award**

RVBA members who perform exceptional acts of valour or citizenship while involved in association functions are eligible to receive an RVBA Recognition Award. This Award in the form of a plaque would be presented to the recipient at the Annual General Board Meeting in an appropriate ceremony. This Award might be earned through saving a life or providing exceptional emergency service to others while acting as a volunteer at an event or practice or travelling on RVBA matters.