



C

Policies affecting National Teams

C Policies affecting National Teams

C1 Philosophy

The objective of this policy is to provide the best possible officials and the best possible teams to represent BBNZ internationally to seek the best possible outcomes.

BBNZ must always have the capacity for input and to screen international coaching appointments and player selection. The following process ensures appropriate BBNZ involvement in all positions and allows BBNZ to be more systematic in developing coaches, planning succession, building complementary coaching teams, and evaluating performance.

All participants with strong claims for appointment as a national team official or as a player will be considered in accordance with this Policy.

The role of preparing national teams for international competition is right at the heart of the existence of BBNZ. Although the recruitment and appointment processes for coaching, managerial, and other team support positions will in principle be under the control of the Chief Executive, the Board of BBNZ reserves the right to “be involved in any team appointment.

Specifically, the Board will give the final approval for the appointments of the Head Coach of each of the Tall Blacks and Tall Ferns as it regards these two appointments as ranking alongside the importance of the appointment of the position of Chief Executive.

In making recommendations for the appointment of the Head Coaches of the Tall Blacks and the Tall Ferns, it will be borne in mind by the respective Selection Panels and the Chief Executive that BBNZ wishes to develop a “New Zealand style of play” each for men and for women which will permeate all teams in the respective under-age divisions. As a consequence, each senior Head Coach must be able to demonstrate, communicate, and oversee this “style of play” to their colleague coaches. In addition, selection in under-age teams will always be on the basis of the respective Selection Panels being of the opinion that each individual player selected has the potential to become a future Tall Black or Tall Fern.

Subject to the foregoing paragraphs, all other appointments for all teams will be approved by the Chief Executive who must be able to verify to the Board that all the processes laid down in these policy documents have been followed.

However, the Board will be informed of all proposed appointments of national team staff and player personnel at least 48 hours ahead of the time at which it is

proposed to inform those who have been successful so that Board members may voice any strong non-sport concerns in the unlikely event that they would have any. Board members are bound to treat the information as strictly confidential until the Chief Executive makes the public announcement.

The Board will rely on the processes which are put in place by this Policy C in its entirety and on the Chief Executive to identify the most suitable and available candidates. The Chief Executive may augment as necessary the processes set out in this policy but may not diminish them. Obviously, he may propose changes from time to time in the event that any of them are proving to be impractical or improvements/streamlining/strengthening of practices and processes are desirable.

C2 Appointment of National Team Officials - including coaches and other personnel such as assistant coaches, managers, and other team support personnel and technical officials

C2.1 Terms of Appointments

- C2.1.1 Each appointment will be made according to the calendar of competition for the particular team involved. However, as a general rule, appointments will be made in the expectation that the officials appointed will hold their positions over a four-year cycle, subject to a review by the High Performance Programme Advisory Commission at the end of the cycle of international competition.
- C2.1.2 In general, for the Tall Blacks' and Tall Ferns' competition cycles, a new appointment period will begin after each Olympic Games and will conclude at the end of the next Olympic Games. There will be a review at the end of the World Championship period regardless of whether a BBNZ team participated there.
- C2.1.3 With the under-age competitions, the first period will begin with the first appointments made after adoption of this policy with a review at the end of each World Championship in that division.

C2.2 Appointment of National Officials

C2.2.1 National Team Coaches and Assistant Coaches

- C2.2.1.1 There will be a separate selection panel for each national representative team programme and the Chief Executive will report the specific make-up

of the panels to the Board at times consistent with the programme cycle. Internally, it would be expected that the Chief Executive would ensure that such appointments are included in an administrative calendar.

C2.2.1.2 The panels for all teams will be made up of the following:

- (a) BBNZ Chief Executive (Chair) - may be delegated for the under-age teams
- (b) BBNZ High Performance Manager (or the officer performing this role)
- (c) Chair of High Performance Programmes Advisory Commission OR a well-respected coach with previous exposure to international competition at the highest levels
- (d) A member of the BBNZ Board
- (e) The respective Head Coach of the Tall Blacks or the Tall Ferns (for Assistant Coaches of the Tall Blacks and the Tall Ferns, and for all coaching appointments for under-age teams)
- (f) Representative of high performance programmes section of SPARC

C2.2.1.3 The Chief Executive is authorised to withdraw any person from the Panel where there is, or could be, a perceived conflict of interest.

C2.2.2 Other National Team Official

C2.2.2.1 The Chief Executive is authorised to make the appointments of all other national team support officials (e.g. team managers, medical personnel etc) provided that the numbers fall within the budget for the programme. This authority does not extend to the Appointment of a Chef de Mission/Head of Delegation, such an appointment being reserved for the Board.

C2.3 Appointment of Technical Officials

C2.3.1 Technical officials (referees, commissioners etc) for World Championships and Olympic Games are appointed by FIBA but, where BBNZ is competent to make an appointment at the national/international level for a particular event, the Chief Executive is authorised to make it after receiving appropriate advice from the Technical Officials' Commission.

C2.4 Expressions of Interest Sought

C2.4.1 The Chief Executive calls for expressions of interest to work within the specific programme.

C2.4.2 All positions, including any casual vacancies which will occur from time to time are to be advertised widely.

C2.4.3 Advertisements will identify the specific position and either include or provide access to the relevant job description.

C2.4.4 The method of advertising will include:

- (a) BBNZ website
- (b) Any BBNZ electronic newsletters
- (c) All affiliated member associations
- (d) Leagues
- (e) All known directors of coaching, coaches of elite programmes, and others of appropriate qualification
- (f) Participation and Development Commission (if formed)
- (g) High Performance Programmes Advisory Commission
- (h) SPARC

C2.4.5 Advertisements for the Head Coach positions of both the Tall Blacks' and Tall Ferns' teams will be placed in major metropolitan newspapers.

C2.4.6 All expressions of interest should be addressed to the Chief Executive and accompanied by a covering letter outlining what the candidate brings to the programme and a current basketball CV. In addition, the person lodging the expression of interest must supply:

- (a) Consent to disclosure of information (New Zealand Police) – see Annexure 1 to Policy C2.
- (b) A signed copy of the Member Protection Declaration – see Annexure 2 to BBNZ Policy D.

C2.4.7 The Chief Executive will acknowledge the receipt of all applications.

C2.5 Appointment Criteria

See Annexure 2 to this Policy C2.

C2.6 Preliminary Process

C2.6.1 A list of applicants is forwarded to the appropriate selection panel. The Chief Executive convenes a teleconference in order to shortlist the applicants against the selection criteria (see Annexure 2).

C2.6.2 The Chief Executive informs applicants who have not been short listed.

C2.7 Final Appointment Process

C2.7.1 Once a shortlist is finalised a set selection process will take place as outlined in Annexure 2 and 3. This process is coordinated by the Chief Executive.

C2.7.2 After completing the selection process the panel makes a recommendation to the Chief Executive for each vacant position in terms of C1 of this policy.

C2.7.3 This recommendation must include a term of appointment and contract review dates against agreed KPI's.

C2.7.4 With the exception of the Tall Blacks' and Tall Ferns' Head Coach appointments, the Chief Executive informs the Board of proposed appoint.

C2.7.5 The Chief Executive arranges execution of contracts etc appropriate for such positions.

C2.7.6 The Chief Executive contacts all unsuccessful applicants.



CONSENT TO DISCLOSURE OF INFORMATION

Licensing & Vetting Service Centre
Police National Headquarters
PO Box 3017
WELLINGTON 6140

I.....
(Surname) (Fore Names)

.....
(Maiden or any other names used)

Sex..... (M/F) Date and place of birth.....

Nationality..... Residential Address.....

Suburb..... City.....

NZ Driver Licence number.....

I hereby consent to the disclosure by the New Zealand Police of any information they may have pursuant to this application, Basketball New Zealand. I understand that any record of criminal convictions I might have will automatically be concealed if I meet the eligibility criteria stipulated in Section 7 of the Criminal Records (Clean Slate) Act 2004.

Signed..... Date.....

COMMENTS OF THE NEW ZEALAND POLICE

A stamped, self-addressed envelope must accompany all requests.

Appointment Criteria – National Team Officials

Coaches

A. Practical Coaching Experience

1. Level of coaching certification and actively coaching with appropriate programmes (Association/NBL etc)
2. Ability to plan, review and modify individual and team programmes
3. Communication and team building skills
4. Practical coaching competency
5. Understanding of appropriate athlete support services

B. Technical & Tactical Knowledge

1. Knowledge of technical and tactical aspects of basketball and required skill and training levels for elite junior athletes
2. Understanding of international basketball and demands placed on athletes, coaches and teams at the international level
3. Familiarity with the talent pool in New Zealand
4. Ability to integrate technical and tactical knowledge into coaching practice, game play and programme management

C. Programme Development

1. Commitment to implementing a national philosophy (see C1 – Philosophy), BBNZ programmes, initiatives and long term coaching/player development philosophies
2. Commitment to personal professional development

Managers

A. Practical

1. Familiarity with BBNZ, the New Zealand sport system and basketball environments
2. Administration and budgetary skills adhering to all BBNZ policies and procedures
3. Organisation and interpersonal skills, as well as creative thinking skills
4. Experience travelling internationally and adaptable in dealing with different cultures and customs

B. Knowledge

1. Understanding of international basketball and demands placed on athletes, coaches and teams at the international level
2. Knowledge of elite sport performance and best practice in preparing and supporting elite athlete performance
3. Ability to integrate relevant knowledge with into managerial practice

C. Programme Development

1. Commitment to implementing a national philosophy, BBNZ programmes, initiatives and coaching/player development philosophies
2. Commitment to personal professional development

Requirements for Candidates Short-listed

A. Head Coaches (all teams)

Each short listed candidate will be invited to submit the following:

- a) an outline of their coaching philosophy and strategic vision for the programme;
- b) a planning document through to the next landmark event (Olympics or World Championships) encompassing programming and operational components;
- c) a ten-minute DVD package highlighting previous teams coached styles of play and their coaching practice in a training environment.
- d) Each short-listed candidate will undergo a face-to-face interview with the selection panel encompassing:
 - e) a set interview process,
 - f) a presentation of the candidate's strategic vision and planning work.

The candidate who best meets the selection criteria is selected as Head Coach

B. National Senior Assistant Coaches and Support Staff (all teams)

It is important for both the Head Coach and BBNZ to have input into the appointment of Assistant Coaches and support staff. As a consequence, the selection panel will approve a pool of 3-4 candidates for vacant positions in the support staff team. The Head Coach will then join the selection panel for the remainder of the selection process.

Each short listed candidate will be invited to submit the following:

- a) an outline of their coaching/work philosophy and strategic vision for their role in the programme
- b) a ten-minute DVD package highlighting previous teams coached styles of play and their coaching practice in a training environment

Each short listed candidate will undergo an interview (face to face or telephone) with the selection panel encompassing:

- a) a set interview process
- b) a presentation of the candidate's strategic vision

C. Team Manager (all teams)

The Manager is the primary liaison with the team and an extension of the BBNZ office in carrying out all team-related administrative responsibilities both domestically and off-shore.

It is imperative when selecting managers that it is understood that their key responsibilities are to;

- a) provide linkage between the office and team and
- b) serve the needs of athletes and coaches

Consequently, the selection of Managers is the responsibility of BBNZ but the Head Coach *must* be consulted because compatibility between the whole team staff group is essential.

Each short listed candidate will be invited to submit an outline of their managerial philosophy and strategic vision for their role in the programme.

Each short-listed candidate will undergo an interview (face-to-face or telephone) with the selection panel encompassing:

- a) a set interview process
- b) a presentation of the candidate's strategic vision

C3 National Teams' Selection Policy

C3.1 Eligibility for Selection

- C3.1.1 To be eligible for selection in a BBNZ national team, a player must meet the eligibility requirements set out in BBNZ Internal Regulation H1.
- C3.1.2 All participants wishing to be considered for selection must complete and sign the application form in **Annexure 1 to this C3 and** return it to BBNZ no later than one week after receiving the form. The Chief Executive or Head Coach may accept a completed form after this time in their absolute discretion.

C3.2 Selection Processes

C3.2.1 National Selectors

C3.2.1.1 The National Selection Panel for each respective team will consist of:

- (a) Chief Executive (as Chair) [non-voting]
- (b) High Performance Manager (or the officer fulfilling this role) [non-voting]
- (c) Coach
- (d) Assistant Coach(es)

C3.2.1.2 The presence of the Chief Executive and the High Performance Manager is to ensure that proper process is followed and that the interests of BBNZ are taken into account.

C3.2.1.3 The Chief Executive has the authority to approve the team put forward by the respective Selection Panel but, in terms of C1, must inform the Board at least 48 hours before selected personnel are informed or public release of the information.

C3.2.2 Selection Criteria

C3.2.2.1 Selection criteria may include the following:

- (a) satisfaction of, or the ability to satisfy within the relevant time period, the applicable eligibility criteria in respect of the squad, team, event or other activity under consideration;
- (b) past national and international performances over such period as determined by the selectors;
- (c) current national and international performances, including in overseas leagues;
- (d) capacity to comply with personal strength and conditioning programmes as determined by team officials monitor own performance, and provide regular reports on progress;
- (e) demonstrated and/or potential ability to work with the coaching staff, team officials and other players;
- (f) demonstrated attitude and commitment to BBNZ regarding national representation;
- (g) (where relevant) the participant's current level of skill and physical fitness;
- (h) (where relevant) any current or potential injury or condition which will impair, inhibit, or prevent the participant's performance to the requisite level;
- (i) this policy and of BBNZ under its Constitution;
- (j) any other factor considered relevant in the circumstances.
- (k) In considering the criteria the selectors may in their discretion give weight to extenuating circumstances which may include injury or personal bereavement.

C3.2.2.1 With the selection of under-age teams, personnel will be selected on the basis that they have the potential to become a Tall Blacks' or Tall Ferns' player in the future.

C3.3 Publication of this Selection Policy

- C3.3.1 This Policy will be published to all affiliated associations of BBNZ. BBNZ will also use its best endeavours to make the policy available to participants upon request.
- C3.3.2 Any change in the criteria or this policy will be notified to the affiliated associations in accordance with the provisions of the BBNZ Constitution.
- C3.3.3 BBNZ has no general responsibility to give notice of this policy or criteria to individual persons, other than in accordance with this Policy. However, BBNZ may do so in its sole discretion.

C3.4 Selection Procedure

- C3.4.1 The selectors will select such squads, teams, individuals or officials as are required, in accordance with such national or international time or other constraints (including budget) or requirements as are required or appropriate.
- C3.4.2 The decision of the selectors is final, subject to the BBNZ Constitution and Internal Regulations. No reasons need be given for any selection or other decision of the selectors. This does not prevent, limit, or restrict the selectors changing the selection of any squad, team, individual, or official at any time in their sole discretion, having regard to all the circumstances.
- C3.4.3 The selectors may from time to time in their sole discretion select a person who is not otherwise under consideration. This may occur in circumstances such as illness, newly obtained citizenship, or otherwise.
- C3.4.4 Unless expressly requested by the selectors, participants have no right to make submissions or representations to, or appear before, the selectors. Any right or claim to natural justice in this regard is expressly excluded, such right being preserved in the appeal process under 3.7 below.

C3.5 Notification to Relevant Parties

- C3.5.1 Subject to the BBNZ Constitution and/or Internal Regulations and any constraints imposed upon BBNZ by third parties, individuals selected will be notified of their selection as soon as practicable after their individual selection or finalisation of

the relevant squad or team – but see C1 regarding prior notification to Board.

C3.5.2 Notification of the Selected Parties will also be given to relevant parties within BBNZ in accordance with the provisions of its Constitution. Following notification of the Selected Parties by BBNZ, a public announcement will be made by BBNZ.

C3.6 Removal from a Selected Squad or Team

C3.6.1 Any participant who:

- (a) breaches or fails to observe this policy, the BBNZ Constitution or its Internal Regulations;
- (b) by reason of illness or injury is unable to perform to the required standard in the opinion of the selectors or the national coach (after having received advice from a medical practitioner);
- (c) breaches or fails to fulfil a requirement of the BBNZ Anti-Doping policy;
- (d) breaches or fails to comply, fulfil and observe the requirements in the national team agreement;
- (e) is ineligible for selection to, or continued membership of, the national squad or national team as the case may be.

C3.6.2 Any participant may be removed from the national squad or national team by the selectors in consultation with the Head Coach or the Chief Executive as circumstances may require, including where the participant has failed to sustain his or her performance and attitude to a satisfactory level, provided that the required performance levels had first been discussed with the participant and the participant had been given the opportunity to attain those performance levels.

C3.7 APPEAL

C3.7.1 Policy

An aggrieved person may appeal against a failure of the selectors to comply with the procedures set down in this Policy. That is, an appeal may be made on procedural grounds only, not on the merits of a particular selection decision. Any appeal under this clause will proceed in accordance with this clause.

C3.7.2 Procedure for Appeal

C3.7.2.1 Any appeal against a decision of the selectors must be made within two days of any public announcement provided for under C3.5.2.

C3.7.2.2 The appeal must be lodged in writing with the Chief Executive setting out:

- (a) the particular alleged failure of the selectors in question;
- (b) the ground on which the appeal is made; and
- (c) the reasons or circumstances supporting the alleged ground of appeal; and

C3.7.2.3 The appeal must be accompanied by a non-refundable appeal fee of \$500.

C3.7.2.4 Nothing in this policy prevents the withdrawal of an appeal at any time in writing to the Chief Executive.

C3.7.2.5 On receipt of an appeal in accordance with this policy, the Chief Executive must immediately forward the appeal documents to the Selection Review Panel.

C3.8 Constitution of Selection Review Panel

C3.8.1 The Selection Review Panel will be constituted by any three persons available to hear the appeal, which must include the following:

- (a) a person with a thorough knowledge of the sport and who preferably has had recent international competition experience in the sport;

- (b) a member of the Board of BBNZ; and
- (c) a barrister or solicitor who will chair the Selection Review Panel.

C3.8.2 No member of the Selection Review Panel may be a party to or directly interested in the matter under consideration.

C3.9 Functions of the Selection Review Panel

The Selection Review Panel has no power of selection or re-selection. The Selection Review Panel may review the matter(s) set out in the appeal and may (as appropriate) refer the matter back to the selectors for re-consideration.

C3.10 Procedures for the Selection Review Panel

C3.10.1 The Selection Review Panel will, as soon as practical after receiving the appeal documents under C3.7.2.2 of this policy investigate and consider the matter and will within 7 days of receiving such notice, determine whether:

- (a) the matter should be dismissed, because in its determination, the matter is trifling in nature or has no merit; or
- (b) the appeal warrants further review and determination in accordance with this policy; or
- (c) the matter should be referred back to the selectors, because in its determination, the selection was not made in accordance with this policy.

C3.10.2 If the Selection Review Panel determines the matter warrants further review under C3.10.1 of this policy, it will as soon as practicable, having regard to the timing of selection and proximity of relevant events, serve a notice in writing on the aggrieved party, the selectors and BBNZ:

- (a) stating that the aggrieved party may address the Selection Review Panel at a meeting to be held as soon as practicable, being not earlier than four days from the date of the notice;
- (b) stating the date, place and time of that meeting; and

- (c) informing the aggrieved person that he or she may do any one or more of the following:
 - (i) attend that meeting (personally or by his or her representative, not being legally trained or qualified); or
 - (ii) give to the Selection Review Panel, no later than 24 hours before the time of that meeting, a further written statement setting out relevant information surrounding the appeal.

C3.10.3 The Selection Review Panel may conduct a meeting convened in accordance with C3.10.2 (or any adjournment) in such manner as it sees fit, but will:

- (a) give to the aggrieved party and the selectors every opportunity to be heard;
- (b) give due consideration to any written statement by the aggrieved person;
- (c) allow the aggrieved person to be present along with his or her adult representative (not being legally trained or qualified); and may
- (d) request or require the aggrieved person or any other witness to attend the meeting or provide such evidence as is available.

C3.10.4 Following consideration of all information which the Selection Review Panel considers relevant and which is available, the Selection Review Panel will arrive at a finding. A decision of the Selection Review Panel may be by a majority decision.

C3.10.5 The Selection Review Panel will notify the Chief Executive of its finding as soon as practicable.

C3.10.6 If the Selection Review Panel considers the ground(s) alleged by the aggrieved person to be satisfied, it will recommend that the selectors again consider the selection of the relevant squad, team or individual.

C3.10.7 The selectors will comply with any direction of the Selection Review Panel in this regard.

C3.10.8 Any further selection decision of the selectors under the direction of the Selection Review Panel will be final, and no other further appeal will be available to the aggrieved person in respect of that selection.

C3.10.9 The Selection Review Panel has no power to award costs. That is, each party will be responsible for their own costs of the appeal.

C3.11 New Zealand Olympic Committee (NZOC)

C3.11.1 Should NZOC stipulate any different appeals' processes and procedures with respect to Olympic Teams, then the rules of that organisation will apply to any selection appeals with respect to BBNZ Olympic teams.

C3.11.2 The provisions of C3.11.1 do not apply to qualifying events for Olympic Games.

Annexure 1 to Policy C3

Application for Selection

I,..... (Insert name)

apply for selection in the (insert year) New Zealand (insert name of Team) Basketball Team as a

.....

At the time of signing this form I acknowledge that:

1. I have been provided with a copy of the (insert year) BBNZ Selection Policy, which I have read and understood.
2. I agree to abide by the terms and conditions of the Selection Policy, the BBNZ Constitution and Internal Regulations
3. I specifically agree that in the case of any appeal I will follow the appeals procedure in the Policy and will not pursue any action in the civil courts in relation to selection.
4. In the event I am selected I will sign the BBNZ Player Agreement and will agree to be bound by the terms and conditions of the BBNZ Player Agreement.
5. By signing this form I warrant that I am eligible for selection and in particular that I am a current registered member of an affiliated basketball association (whether directly or through an affiliate) which is a member of BBNZ.
6. I will advise BBNZ now, and at all times in the future, of any injury or illness that may affect my selection or impair, inhibit or prevent my performance at the requisite level or fulfilling the terms and conditions of this Agreement.

Signed participant

Signed witness.....

Witness' name (printed)

Signed Parent

(By parent/legal guardian where participant under 18 years of age)

Signed witness.....

Witness' name (printed)

Date

C4 Chef de Mission / Head of Delegation

C4.1 Policy

It is appropriate that consideration be given to the appointment by the Board of a Head of Delegation with teams attending an international tournament. It is the practice of most national member federations of FIBA, and it is encouraged by FIBA, to have a Head of Delegation for their teams at the Senior Men's and Senior Women's World Championships. At other international tournaments, some national member federations appoint a Head of Delegation and some do not.

Most international federations appoint either their Chair or their Chief Executive, or another member of their Board, to be the Head of Delegation. There can be no Head of Delegation at the Olympic Games. As the role of the Head of Delegation has an element of politicking away from the team, it is *not* appropriate to attempt to combine the roles of Team Manager and Head of Delegation.

C5 Code of Conduct and Ethics for National Team Coaches, other Officials and Support Staff

C5.1 All coaches, other officials or support staff appointed by BBNZ are expected to meet the following requirements in regard to their conduct at all times:

C5.1.1 Comply and encourage compliance with BBNZ standards, Constitution, Regulations (including but not limited to the Anti-Doping and Harassment-Free Regulations) and policies.

C5.1.2 Encourage and adhere to the rules and spirit of the sport of basketball including national and international guidelines, regulations and rules that govern BBNZ and the game of basketball and the particular competition in which the team is participating.

C5.1.3 Make a commitment to providing a quality service to athletes, BBNZ 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 me which is planned and sequential; and
 - (d) maintaining relevant records.
- C5.1.4 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.
- C5.1.5 Not use their involvement with BBNZ to promote own beliefs, behaviours or practices where these are inconsistent with those of BBNZ.
- C5.1.6 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 reasonably be regarded as abuse, harassment, or discrimination that is directed towards athletes from other sources whilst in the care of officials.
- C5.1.7 Ensure that any physical contact with players is appropriate for the situation and necessary for the players' skill development.
- C5.1.8 Refrain from any intimate relationship or affair with athletes under care, supervision or tutelage.
- C5.1.9 Avoid unaccompanied and/or unobserved activities with persons under the age of 18 years wherever possible.
- C5.1.10 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.

- C5.1.11 Team coaching staff and management should not remain in team changing rooms unnecessarily. Generally, coaching staff and management should be required in changing rooms only for pre-game and post-game meetings between coaches and athletes, or if attendance is required otherwise by an athlete.
- C5.1.12 Refrain from any conduct which:
- (a) is, or
 - (b) might reasonably be regarded as, or
 - (c) is investigated for being potentially,
 - (d) a breach of the criminal law applicable to the jurisdiction in which you are located at any time.
- C5.1.13 Do not denigrate and/or intimidate players, officials, spectators or event organisers.
- C5.1.14 Refrain from unnecessary or obvious dissension, displeasure or disapproval with officials' decisions or spectator or player conduct.
- C5.1.15 Be responsible in the consumption of alcohol products. Team officials will be held responsible also for the consumption of alcohol products by athletes in their care who are under the legal age for the consumption of such products.
- C5.1.16 Treat another person's property with respect and due consideration of its value.
- C5.1.17 Respect the law and customs of foreign countries.
- C5.1.18 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 BBNZ or which bring BBNZ or the squad or team into disrepute.
- C5.1.19 Show concern and caution towards sick and injured athletes by:

- (a) providing a modified training programme 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.

C5.1.20 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.

C5.1.21 Not directly or indirectly engage in any of the following conduct related to betting, match-fixing, and corruption:

- (a) bet, gamble or enter into any other form of financial speculation on any basketball game or any event connected with any basketball game ("Event") (whether or not they are participating in such game);
- (b) induce or encourage any other person to bet, gamble or enter into any other form of financial speculation on any basketball game or Event or to offer the facility for such bets to be placed;
- (c) be a party to contriving or attempting to contrive the result of any basketball game or the occurrence of any Event in exchange for any benefit or reward (other than a benefit or reward received from BBNZ);
- (d) fail to attempt to perform to the best of their ability in any basketball game for any reason whatsoever (including, in particular, owing to an arrangement relating to betting on the outcome of any basketball game or on the occurrence of any event) other

than for legitimate tactical reasons in relation to that basketball game;

- (e) induce or encourage any player, coach or official not to attempt to perform to the best of their ability in any basketball game for any reason whatsoever (including, in particular, owing to an arrangement relating to betting on the outcome of any basketball game or on the occurrence of any Event) other than for legitimate tactical reasons in relation to that basketball game;
- (f) for benefit or reward (whether for themselves or any other person), provide any information concerning a BBNZ representative team or its members (including, without limitation, the team's actual or likely composition, the form or health of individual players or tactics), the status or possible outcome of any basketball game or the possible occurrence of any event other than in connection with bona fide media interviews and commitments;
- (g) engage in other form of corrupt conduct in relation to any basketball game or event;
- (h) fail to promptly disclose to the Chief Executive of BBNZ or his delegate that they:
 - i have received an approach from another person to engage in conduct such as that described in this clause C5.1.21; or
 - ii know or reasonably suspect that any current or former player or official has engaged in, or been approached to engage in, conduct such as that described in this clause C5.1.21.

C5.1.22 Behave and encourage behaviour that upholds the highest standards of integrity and dignity. Uphold, and not injure or compromise, the standing and reputation of BBNZ.

C5.1.23 Not engage in, or encourage, any conduct which is unbecoming of a BA representative that brings the game of basketball and/or BBNZ into disrepute or is otherwise harmful to the interests of basketball and/or BBNZ.

C5.1.24 Be a positive role model for basketball and players. Encourage their players to demonstrate the qualities outlined in this Code.

C6 Policy for Overseas Travel for Teams and Persons Representing BBNZ

C6.1 Preamble

With the volatility on the world stage from time to time, it is important that BBNZ has guidelines which will determine whether or not BBNZ will endorse or agree to teams or individuals travelling overseas representing BBNZ.

As a responsible employer and organisation, the paramount concern for BBNZ will always be to provide, so far as it is able, a safe and secure working environment. The same principles would apply to volunteers representing BA, who are not employees of BA. The interests of our employees and other persons representing BBNZ will always be considered first and foremost, over and above the interests of any team/individual to travel to events/competitions/meetings.

C6.2 General Principles

- (a) The general principles in relation to overseas travel are as follows:
- (b) BBNZ will not ask players, officials, volunteers or staff to travel when it is unsafe to do so;
- (c) BBNZ will maintain constant contact with relevant embassies and the appropriate Government department in relation to safety;
- (d) Players, officials, volunteers or staff who have personal concerns about overseas travel *will not* be required to travel;
- (e) BBNZ will have arrangements in place for immediate evacuation of staff, if that becomes necessary;
- (f) Safe travel guidelines have been developed and are listed below and all travellers are expected to behave in accordance with the guidelines.

- (g) BBNZ in New Zealand will maintain regular contact with BBNZ travellers who are currently overseas and are to monitor their situations.

C6.3 BBNZ Practices

- (a) BBNZ will take advice from, and be guided by, the appropriate department of the New Zealand Government regarding the safety and advisability of travelling to certain destinations. Information will firstly be sourced from their website.
- (b) BBNZ will always endeavour to communicate the information and advice it receives from Government in a clear and transparent manner to all persons representing BBNZ who may be affected by a decision whether to travel or not.
- (c) If a decision is made by BBNZ that it is safe to travel to a particular destination, and an individual representing BBNZ in a team or otherwise believes it is not safe and does not wish to travel, BBNZ will respect and accept the position and decision of that individual.
- (d) The final decision on behalf of BBNZ, whether or not it is safe to travel to a particular overseas destination after taking appropriate advice from government will be made by the Chief Executive and/or Chair of BBNZ Board whose decision will be final.