

BASKETBALL QUEENSLAND LTD

STATE PERFORMANCE PROGRAM COACH SELECTION POLICY



***BASKETBALL
QUEENSLAND***

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Area of Responsibility: Performance and Pathways

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Policy Number: POLTD3

Purpose:

The purpose of this policy is to document the selection criteria used for State Team coaches and the expected standards that are to be met once appointed.

Applications will be called for the following State Team positions each year (age groups Under 16, Under 18 and Under 20):

1. Head Coach
 - a. Under 20 Women and Men
 - b. Under 18 Women – North and South Queensland
 - c. Under 18 Men - North and South Queensland
 - d. Under 16 Women – North and South Queensland
 - e. Under 16 Men - North and South Queensland
2. Assistant Coach
3. Development Coach

The Assistant Coach and Development Coach positions will be filled from registered and accredited Queensland coaches and identified through an annual expression of interest process with priority given to Coaches within the Basketball Queensland Aspire Coach Program.

5.1 Selection Process for State Team Head Coach Positions

- a. Applications for head coach positions will be advertised in August each year.
- b. Candidates for Queensland State Team Head Coaching positions must apply formally in the form prescribed.
- c. Basketball Queensland (BQ) will only accept applications from holders of a current Blue Card/Exemption Card at the time of application and registered BQ Coaches.
- d. Applicants for a position **must** meet the Essential Criteria for that position. In addition, the other criteria will be assessed in the following manner:
 - I. Highly Desirable Criteria will weigh heavily in favor of applicants who comply.
 - II. Desirable Selection Criteria will be considered, when necessary, in making selection decisions.
- e. Eligible applicants who meet the selection criteria will be reviewed by a selection panel consisting of an
 - I. Independent Chair (IC), the Performance and Pathways Manager (PPM), a member of the BQ Integrity Team and a forth panel member nominated by the Performance and Pathways Manager.
 - II. If there is an Internal applicant for a State Team coaching position the panel must consist of the above panel but must include a member of the Basketball Queensland Executive. This applies for all coaches applying for this age group and gender.

- f. A shortlist for interview will be determined by the selection panel and selected applicants will be invited to interview for the Head coach position.
- g. Following the application, shortlist and interview process assessing the selection criteria,

recommendation will be made by the selection panel to the CEO for presentation to the Board for final approval.

5.2 Selection Process for State Team Assistant and Development Coach Positions

- a. Advertising for Expressions of Interest (EOI) for State Assistant coach (both Male & Female) and development coach positions will be sought annually from registered coaches.
- b. Suitable candidates for appointment will be determined by a panel consisting of the PPM, State Performance Coach (SPC) and respective Team Head Coach

5.3 Focus of the State Performance Program and State Team Coaching Role

The BQ State Performance Program (SPP) is a junior high-performance program with a specific focus on preparation for the Australian Junior Championships (AJC's)

The Queensland SPP and AJC's form an important part of the Queensland high-performance framework. The AJC's provide an essential pathway for Queensland state under-aged athletes and respective coaches on to Australian junior national programs.

The SPP adopts the following Junior, elite level, high-performance philosophy:

- **Athlete Centred:** Athletes are the primary focus of the program and their development is central to the success of the program.
- **Coach Supported:** SPP is overseen by the BQ Performance and Pathways department and periodically by their delegate who manages the program coaching staff for each respective age group. Coaching staff are responsible for the provision of a robust sports program, including technical, tactical, physiological, psychological and wellbeing (welfare) as directed by the BQ Performance and Pathways department.
- **The program is administratively supported by BQ staff and team managers.**
- **Performance Based:** Athlete and coach selection is based on ability to meet relevant selection criteria. Each individual State Team is performance is reviewed.

Head Coach

Head Coach will be required to liaise and report directly to the PPM or their delegate and are responsible for the provision of an appropriate sports program, including: Technical, Tactical, Physiological, Psychological and Well Being (welfare) as determined by BQ and directed by the PPM. Head Coaches will provide a professional and positive learning environment for athletes and coaching staff and accepts the responsibility of being a positive role model for Queensland befitting the office of State Team Head Coach.

A thorough understanding of State and National developmental philosophies is necessary. Head Coaches will be appointed for a period of one (1) year, with a review to be undertaken at the end of the appointment.

Assistant and Development Coach

Assistant/Development Coaches will be required to liaise and report directly with the respective State Team Head Coach and, on occasion, the PPM. They will assist the State Team Head Coaches in the provision of a robust sports program and provide a professional and positive learning environment for athletes.

Assistant/Development Coaches accept the responsibility of being a positive role model for Queensland befitting the office of State Assistant/Development Coach. Assistant/Development Coaches will be appointed for a period of one (1) year, with a review to be undertaken at the end of the appointment.

5.4 Core Values and Principles of Representatives of BQ

As a member of the SPP, you are committed to:

- a. Adhering to the policies of BQ, the Coaches Code of Ethics, the Code of Conduct and the direction and Instruction provided by the PPM.
- b. Putting the needs of the team and athletes first and foremost.
- c. Accept the responsibility of being a positive role model for Queensland.
- d. Practice and compete at their absolute best effort knowing they are representing each registered member of BQ.
 - e. Practice and compete with the highest level of disciplined sportsmanship and behave at the highest level of citizenship.
- f. Improving basketball in Queensland.

5.5 Selection Criteria

5.5.1 Essential Selection Criteria:

Detailed below are the essential criteria for selection of coaches to Queensland State Teams. They will be used by coach selection panel members for endorsement of nominating coaches prior to ratification by the Board of BQ.

5.5.1.1 Head Coaches

- a. Works collaboratively with BQ.
- b. Has demonstrated an understanding of the BQ style of play using these principles when coaching.
- c. Acts in a manner reflecting the core values and principles of BQ.
- d. Current Association Coach (Level 2) Accreditation.
- e. Currently a registered coach with BQ.
- f. Adheres to BQ Code of Conduct.
- g. Demonstrated Head Coach abilities, skills and attributes including relevant experience or demonstrated potential to be a Head Coach.
- h. Recent experience (within the last three (3) years) in junior elite level and/or high-performance competition programs.
- i. Previous success in relevant elite junior (or similar) development/competition programs.
- j. Evidence of a positive notice to work with young people from the Commission for Children and Young People (Blue Card/Exemption Card).
- k. Current Basketball Resume which includes a record of recent (last 3 years) professional development attendance/involvement with BQ/BA Development Programs such as SPP, FDP and/or NPP.

5.5.1.2 Assistant Coaches and Development Coaches

- a. Works collaboratively with BQ.
- b. Acts in a manner reflecting the core values and principles of BQ.
- c. Current Club Coach (Level 1) Accreditation.
- d. Currently a registered coach with BQ.
- e. Proven evidence of adhering to BQ Code of Conduct and Code of Ethics.
- f. Evidence of a positive notice to work with young people from the Commission for Children and Young People (Blue Card/Exemption Card).
- g. Record of recent professional development attendance/involvement with BQ or BA Development Programs such as SPP, FDP and/or NPP.
- h. Recent experience (last 3 years) or potential to coach in junior elite and/or high-performance competition programs.

5.5.2 Highly Desirable Selection Criteria

5.5.2.1 Head Coaches

- a. **Currently actively coaching** at a BQ Affiliated Association.
- b. Currently living in Queensland in appropriate regions of Queensland – North or South Queensland.
- c. Previous experience coaching at AJC's, NBL1, NBL or WNBL level and a proven record at elite youth level.
- d. Previous experience as Head Coach or Assistant Coach of Queensland State Teams or a Head Coach of a Development Team and consistent attendance at SPP.
- e. Proven leadership skills which demonstrate the ability to liaise closely with Assistant Coaches and Team Managers to provide effective team leadership and management skills while working under supervision of the PPM.
- f. Able to provide evidence of positive guidance and professional influence over all players and coaching staff (including team manager) in a state team or equivalent environment.
- g. No matters that would be or be perceived to be a conflict of interest (i.e. a relationship with a player or group of players that may affect your ability to apply the player selection policy objectively and allocate court time appropriately at National Championships) as defined in section 5 (page 8) of this document.

5.5.2.2 Assistant Coaches and Development Coaches

- a. Ability to attain Association (Level 2) Accreditation in near future.
- b. **Currently actively coaching** at a BQ Affiliated Association in regional and State Championships, NBL1, SPP, NBL or WNBL.
- c. Currently living in Queensland in appropriate regions of Queensland – North or South.
- d. Previous experience coaching at an AJC or of a Development Team.
- e. Able to provide evidence of positive guidance and professional influence over players in a junior elite program.
- f. Proven work leadership skills, demonstrating your ability to assist the Head Coach and Team Manager to achieve their team logistical goals.
- g. No matters that would be or be perceived to be a conflict of interest (i.e. a relationship with a player or group of players that may affect your ability to apply the player selection

policy objectively and allocate court time appropriately at National Championships) as defined in clause 5.8 of this document.

5.5.3 Desirable Selection Criteria

5.5.3.1 Head Coaches

- a. Demonstrated skill in team coaching at the relevant age and elite level including a thorough understanding and application of the BQ Style of Play (SOP) and an appropriate sport science program:
 - i. Administrative (planning, goal setting, organisation, communication, etc.);
 - ii. Technical (fundamentals and advanced skills);
 - iii. Tactical (principles of play and concepts: situational specific and game strategy) and aligning with SOP philosophies;
 - iv. Physiological (preparation, competition/practice and adequate recovery); and
 - v. Psychological (effective communication, developing relationships with stakeholders, goal setting, time management and mental skills training).
- b. Demonstrated ability to work within a junior elite level “high-performance” program, which includes:
 - i. Demonstrated ability to work within a provided program framework
 - ii. Demonstrate leadership with Assistant Coaches (including assignment of appropriate roles);
 - iii. Consultation, communication and coordination with Team Managers as it relates to the managers’ roles and responsibilities;
 - iv. Ability to liaise with key stakeholders (including parents/guardians; association representative coaches and BQ representatives); and
 - v. Demonstrated understanding and ability to communicate appropriately in the co-ordination of selectors, preparation, competition, and post competitions phases (includes reporting to the PPM).
- c. Demonstrated knowledge, understanding and application of state/national junior structure, pathways and philosophies and their integration with the SPP.
- d. Demonstrated ability to approach each athlete as an individual; consider individual athlete workloads; adjust where appropriate to maximise the overall program benefit; and conscious prevention of overtraining of the athlete.

5.6 Conditions of Appointment

All coaches are required to meet the following obligations if appointed to the position of State Team Coach. State Team staff are subject to standard disciplinary processes in the event of a failure to comply to the stated conditions in this policy. Serious breaches may lead to the immediate termination of the State Team coaching appointment.

5.6.1 All Coaches

- a. As a coach in the BQ SPP, you are a representative of BQ. As such, you must ensure that you dress in appropriate attire while acting in the role, use your best endeavours to promote the interests of BQ and must refrain from making any comments that made damage the reputation of BQ, its Board, management and staff. This includes comments on social media and other electronic platforms or in person.
- b. Coaches will not, as a BQ Official and on behalf of BQ, issue any verbal or written comments in reply to any criticism of their State Team, the Queensland SPP, or BQ.
- c. Should any Coach have any grievance or problem with any individual or organisation inside or outside their State Team, which cannot be immediately resolved amicably through consultation, they must first discuss the matter with thePPM .
- d. Coaches are not to use their position in recruiting players into a program they are associated with or moving to. Should a player approach a coach for advice on a “best path to follow”, the coach is to refer the player to thePPM .
- e. Coaches are required to report any requested information in a timely manner and to the satisfaction of thePPM .
- f. Coaches are required to comply with the requirements of the Commissioner for Children and Young People Act Queensland, 2000. They will be required to sign a declaration of compliance with the BQ Child Protection Policy. They must agree to mandatory screening through appropriate government approved screening agencies and must obtain a positive notice to enable them to work with children before making application for a coaching position (i.e. they must hold a current Blue Card before they apply for a State Team coaching position). Prohibited persons must not apply for coaching positions with BQ. A prohibited person is any person who has a criminal record in relation to child abuse and sexual assault, apprehended violence orders related to child protection or has had relevant disciplinary action related to child protection taken against them.
- g. Coaches are required to adhere to all BQ policies, By-Laws and procedures and conduct selection for the State Team, in accordance with the BQ State Performance Program Athlete Selection Policy.
- h. Coaches are required to adhere to the BQ Coach’s Code of Conduct and BQ Code of Ethics.
- i. Coaches are not to share a bed with their spouse, partner or any casual acquaintance while attending State Team training or events while in the company of their team.
- j. Coaches are required to hold training sessions only at those times and locations approved by thePPM . Additional training may be approved following review of the State Team Head Coach’s “Macro Plan” by thePPM .
- k. Coaches must consider the individual workloads of athletes, including recognition of association duties (although at times it is recognised that program clashes are unavoidable due to the number of commitments athletes have).
- l. Coaches are required to, at all times, work cooperatively with, and provide support for their State Team Manager in the carrying out of the manager’s duties.

- m. Coaches are required to, at all times, work cooperatively with, and support the PPM .
- n. Under 16 and Under 18 Head Coaches must attend the Whole of State Camps within their respective age groups.
- o. Coaches must seek the approval from the PPM before applying for or accepting a coaching position with an NBL1 North or QSL team as the commitment required for these teams may be too great to enable them to perform the duties of the State Team Head Coach effectively.

5.6.2 Operational Conditions – Head Coach

- a. The Head Coach is the custodian of the State Team on behalf of BQ. Therefore, is a member of a greater team and organisation with responsibilities and accountabilities to the overall organisation.
- b. The Head Coach, in collaboration with PPM (or delegate) is required plan and provide a detailed Team Preparation Plan to the PPM for approval **PRIOR** to any communication with prospective athletes in the age group. The plan is to include confirmation of:
 - Team Training Dates
 - Preparation sessions;
 - Final selection dates;
 - AJC dates; and
 - Team style of play and BQ SOP modifications.
- c. The Head Coach is required to discuss, develop and provide a “Macro Plan” and Program Playbook in line with the BQ SOP to the SPC prior to the announcement of the final team.
- d. The Head Coach will work actively with the Assistant Coach and Development Coach (when applicable) to make their State Team appointments a worthwhile experience to maximise their benefit to the State Team and to assist them in their coaching development.
- e. Head Coaches are required to attend appropriate BQ events (e.g. Junior State Championships, NQJNC, CQJBC, SQJBC, Development Programs such as SPP, etc.) in the age group they are coaching, to observe potential State Team players.
- f. Within 21 days of the conclusion of the AJC the Head Coach will attend a debrief meeting with the SPC and a formal review meeting with the SPC and PPM to report on their team’s preparation and performance at the AJC. The guidelines for this will be set by the SPC.
- g. Coaches must engage with the parents of players who are minors (i.e. players under the age of 18) to keep parents informed of their child’s progress and to discuss any issues or concern that they may have or vice versa.
- h. Coaches are required to conduct player meetings and offer feedback to all team members during preparation and at the AJC. Additionally, Head Coaches will provide a written evaluation and comments of player performance to the SPC and additional written feedback for each athlete to the SPC for signoff prior to being sent to the athletes.
- i. Coaches are required to attend the State Team Coach induction program prior to commencement of the SPP and participate in BQ coaches’ workshops.

5.6.3 Operational Conditions – Assistant Coach and Development Coach

- a. Assistant Coach will work actively with the Development Coach (when applicable) to make their State Team appointments a worthwhile experience, to maximise their benefit to the State Team and to assist them in their coaching development.
- b. Coaches are required to attend appropriate BQ events (e.g. Junior State Championships, Regional Championships NQJBC, CQJBC, SQJBC and Development Programs, etc.) in the age group they are coaching to observe potential State Team players.

5.7 Selection and Review Guidelines - All Applicants

- a. All State Team Coaching Staff will be appointed for a period of one (1) year, with a review to be undertaken at the end of the appointment.
- b. The Assistant Coach and Development Coach positions will be appointed by BQ in consultation with the Head Coach, once the Head Coach is selected.
- c. BQ reserves the right not to make an appointment to any position where it deems that there is not a suitable applicant or for any other special circumstances. In these cases, the position will be re-advertised or a recommendation for a direct appointment will be made by the Selection Panel through the BQ CEO to the BQ Board.
- d. If an appointed coach to any position withdraws, BQ reserves the right to either immediately appoint a replacement or to re-open applications.
- e. The coaching positions for each age group will be advertised twenty-eight (28) days from the completion of the Under 16 AJC. The positions will be open for a minimum of fourteen (14) days. Appointments will be named within twenty-eight (28) days from the closing date for applicants. Short-listed applicants will be prepared twenty-one (21) days from the application closing date.
- f. A coach appointed pursuant to this policy may have that appointment withdrawn and that person shall be removed as a coach in the absolute discretion of BQ.

5.8 Conflicts of Interest

Applicants for the Head Coach, Assistant Coach or Development Coach must declare if they have a “Conflict of Interest” with any of the players who are eligible for selection in the age group and gender in which they are making application. A conflict of interest is defined as a person who has a relationship with a player or group of players that may affect or be perceived to affect their ability to apply the player selection policy objectively and allocate court time appropriately at an AJC’s. A conflict of interest is determined as:

- a. Being related to (father, mother, brother, sister, uncle, aunty, etc.) a player or players who are eligible for selection in the age group and gender in which the application is being made; or
- b. Coaching a representative team in the same age group and gender in which you are applying for as a State Team coaching position; or
- c. Having a personal relationship (e.g. a personal friend of the family) with a player or players in the age group and gender in which the application is made; or
- d. Any other relationship which may be or be perceived to affect the ability of the coach to apply the player selection policy objectively and allocate court time appropriately at an Australian Junior Championship.

All conflicts of interest will be assessed by the selectors and the Board of BQ in determining the selection of applicants.

5.9 Manner in Which Applications Will be Processed

- a. Applications will be advertised in a form prescribed by the PPM from time to time.
- b. Completed applications must be received at BQ by closing date to be considered.
- c. Receipt of the application will be acknowledged to applicant.
- d. Applications will be checked for compliance with selection criteria and listed for presentation to Selection Panel.
- e. The State Team Coach Selection Panel will consist of an independent Chair (i.e. not a BQ staff member and not associated with any State Team), the PPM and a third panel member nominated by the PPM.
- f. A group of Coaches will be short-listed by the Selection Panel and will be interviewed.
- g. Interviews will be conducted by the State Team Coach Selection Panel (in whole or in part). Interviews may be in person or by electronic medium. (Applicants will **not** be informed of selection decisions at time of interview).
- h. The State Team Coach Selection Panel will deliberate and endorse the potential coaches each State Team.
- i. All potential coaches may be invited to attend SPP open trials and training sessions. During this period, the coaches will be observed to determine their suitability for a position as a State Team Coach.
- j. The Coach Selection Panel will assess the performance of all coaches and recommendations will be provided to the BQ Board through the BQ CEO for approval.
- k. Once the BQ Board approves the Head Coaches the successful and unsuccessful Head Coach applicants are advised of the selection outcomes.
- l. The appointments are published to interested parties and posted on BQ website and social media platforms.
- m. Head Coaches will be appointed as soon as practical, but no later than two (2) weeks prior to the final selection of State and Emerging teams so that they can participate in the final selection of their team. The Head Coach will have approximately 10 to 12 weeks to prepare the final team for the AJC.
- n. Unsuccessful applicants will be provided feedback about their application and why they were unsuccessful.
- o. A list of preferred Assistant Coaches, Development Coaches and Team Managers is provided to the appointed Head Coaches for ratification. The Head Coach requirements will be discussed and necessary changes to the proposed appointments may be made.
- p. If the Head Coach does not agree and the BQ Selection Panel cannot reach a consensus decision with the Head Coach, the Assistant and Development Coach positions will be appointed solely by BQ.
- q. Successful applicants must agree to abide by "conditions of appointment" outlined in this document and sign the BQ State Team Coach Agreement Form.

5.10 State Team Staff Resignation Process

In the event of a State Team coaching position becoming vacant, BQ may directly appoint a substitute person without re-advertising the position. The decision will be made by the PPM in consultation with the CEO and the State Team Head Coach (if this person is still in place). The position is then confirmed by the CEO.

Process:

- a. Notification of intention to resign is received and noted;
- b. Resignation received by PPM and receipt confirmed in writing;
- c. Consultation with Head Coach (if applicable);
- d. Recommendation to CEO,
- e. Confirmation with Head Coach (if applicable);
- f. Letter of offer sent to newly recommended coach; and
- g. Announcement of change to team/squad members.



MEMBER PROTECTION CONFIRMATION

I, _____
Full Name

Of _____
Address

1. I wish to be appointed as a Coach / Manager to the Boys/Girls Under__State Team / Emerging Team.
2. I have never been charged with, or convicted of, any criminal offence.
3. No person has ever sought or obtained any intervention order, injunction or other restraining order against me alleging dishonesty or verbal or physical abuse (including sexual abuse).
4. I am not currently the subject of any sanction issued by a basketball association against me which prohibits me from holding a position of the type set out in clause 1 above.
5. No application submitted on my behalf has been rejected for, nor have I been suspended or dismissed from, a position in sport, volunteer organisation, business, educational or other Government or semi-government organisation where that rejection, suspension or dismissal relates to my conduct with persons aged under eighteen (18) years of age or to violence, drug use or to dishonesty.
6. There are no other matters, which a reasonable person would consider relevant to the fitness of a person to be a coach of a team of players aged under eighteen or an administrator with frequent contact with persons aged under eighteen.
7. I also agree to uphold the acceptable standards of behaviour and conduct whilst acting in my role and are fully aware and accept that should any of these standards listed in the BQ Code of Ethics be breached, I will be dismissed from my role within this program and acknowledge that I will also be excluded from all future BQ Development Programs at all levels.
8. I will notify the President or CEO of the organisations appointing me to my position immediately upon becoming aware that any of the matters set out in clauses 2 to 6 above has changed for whatever reason.
9. I make this confirmation that the information contained in it is true and correct and I make it understanding that a person making a false declaration is liable to the penalties of perjury.

_____ (signature)

Name: _____

Date: _____

Phone: 07 2113 4835

Web: queensland.basketball

Address: Logan Metro Sports and Event Centre - 357 Browns Plains Rd, Crestmead QLD

ABN: 47 162 567 419



COACHES CODE OF ETHICS AGREEMENT FORM

I, _____
Full Name

Of _____
Address

am seeking appointment to the position of coach / assistant coach for the Basketball Queensland Under _____ State Team/Development Team.

I agree to the following terms:

1. I agree to abide by the Coach's Code of Ethics overleaf.
2. I acknowledge that BQ may take disciplinary action against me if I breach the Coach's Code of Ethics. (I understand that BQ are required to implement a complaint handling procedure in accordance with the principles of natural justice, in the event of an allegation against me.
3. I acknowledge that disciplinary action against me may include de-registration from the National Coaching Accreditation Scheme and all other BQ Programs.
4. I acknowledge and agree that BQ may in its absolute discretion terminate my appointment as a coach at any time.

Please refer to the *Harassment-free Sport Guidelines* available from the Australian Sports Commission or contact your BQ, if you require more information on harassment issues.

_____ (signature)

Name: _____

Date: _____

Coach's Code of Ethics

1. Respect the rights, dignity and worth of every human being.	• Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion.
2. Ensure the athlete's time spent with you is a positive experience.	• Ensure that the opportunity for enjoyment for all athletes is maximized.
3. Treat each athlete as an individual	• Respect the talent, developmental stage and goals of each athlete. • Help each athlete reach their full potential.
4. Be fair, considerate, and honest with athletes.	• All athletes are deserving of equal attention and opportunities
5. Be professional and accept responsibility for your actions.	• Display high standards in your language, manner, punctuality, preparation and presentation. • Display control, respect, dignity and professionalism to all involved with the sport - this includes opponents, coaches, officials, administrators, the media, parents and spectators. • Encourage your athletes to demonstrate the same qualities.
6. Make a commitment to providing a quality service to your athletes	• Maintain or improve your current NCAS accreditation. • Seek continual improvement through performance appraisal and ongoing coach education. • Provide a training program which is planned and sequential. • Maintain appropriate records.
7. Operate within the rules and spirit of your sport	• The guidelines of national and international bodies governing your sport should be followed. Please contact your sport for a copy of its rule book, constitution, by-laws, relevant policies, e.g. anti-doping policy, selection procedures, etc • Coaches should educate their athletes on drugs in sport issues in consultation with the Australian Sports Drug Agency (ASDA).
8. Any physical contact with athletes should be:	• Appropriate to the situation • Necessary for the athlete's skill development
9. Refrain from any form of personal abuse towards your athletes*	• This includes verbal, physical and emotional abuse. • Be alert to any forms of abuse directed toward your athletes from other sources while they are in your care.
10. Refrain from any form of harassment towards your athletes*	• This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability. • You should not only refrain from initiating a relationship with an athlete but should also discourage any attempt by an athlete to initiate a sexual relationship with you,

	explaining the ethical basis of your refusal.
11. Refrain from using any form of recreational or illegal substance whilst attending any kind of training session, camp or function related to the BQ Program you are appointed too	Staff in a paid or volunteer position will not consume any form of recreational or illegal substance such as alcohol, drugs or any substance deemed inappropriate by BQ.
12. Provide a Healthy and Safe Environment for your athletes.	- Where applicable ensure athletes are provided with appropriate meals that are healthy and prepared at an acceptable hygienic standard. - Do not provide any type of medications to athletes without strict permission from their parents and/or guardian. - Do not supply or offer any type of recreational illegal substance to the athletes.
13. Provide a safe environment for training and competition.	- Ensure equipment and facilities meet safety standards. - Ensure equipment, rules, training and the environment are appropriate for the age and ability of the athletes.
14. Show concern and caution toward sick and injured athletes.	- Provide a modified training program where appropriate. - Allow further participation in training and competition only when appropriate. - Encourage athletes to seek medical advice when required. - Maintain the same interest and support toward sick and injured athletes.

* Please refer to the Harassment-free Sport guidelines available from the Australian Sports Commission for more information on harassment issues.

Coaches should...

- Be treated with respect and openness.
- Have access to self-improvement opportunities.
- Be matched with a level of coaching appropriate to their level of competence.

PLEASE SIGN THE FIRST PAGE OF THIS AGREEMENT TO INDICATE THAT YOU AGREE TO ABIDE BY THE COACHES CODE OF ETHICS AND RETURN TO BASKETBALL QUEENSLAND VIA EMAIL