



Policy on Poaching Club and/or Team Players

Purpose

The Adelaide Spectres Basketball Club (the "Club") is committed to fostering a respectful, inclusive, and cohesive environment for all teams and players. This policy outlines the Club's stance on player poaching—defined as the unauthorised recruitment of players from one team to another within or outside the Club—and sets clear guidelines to prevent such actions. The policy aims to maintain the integrity of team dynamics, promote fair play, and uphold the Club's values of Respect, Friendship, and Community.

Scope

This policy applies to all Adelaide Spectres Club members, including social and competitive players, team captains, coaches, and other Club officials. It covers all forms of communication and interaction, including in-person, online, and through social media platforms.

Policy Statement



1. **Zero Tolerance for Poaching:** The Adelaide Spectres strictly prohibit the unauthorised recruitment or solicitation of players from one team to another within the Club or from or to external teams without following the appropriate processes and obtaining prior consent from all relevant parties.
2. **Respect for Team Cohesion:** Each team's composition is carefully managed to ensure balanced competition, player development, and team camaraderie. Poaching disrupts team dynamics and is contrary to the Club's values of Respect, Friendship, and Community.
3. **Appropriate Recruitment Channels:** All player recruitment and movement between teams must be managed through the Club's established channels:
 - a. **Internal Transfers:** Any player interested in transferring to another team within the Club must first discuss their intentions with their current team captain and the Club's President or Secretary.
 - b. **External Recruitment:** Recruiting players from outside the Club must be conducted transparently and in line with Club recruitment policies, ensuring no direct or indirect solicitation of players from other teams occurs without proper communication and approvals.

Guidelines and Procedures

1. Internal Team Movement:

- Players wishing to move teams must communicate their interest to their current team captain and the Club's President or Secretary, who will facilitate discussions to ensure all parties are informed and agreeable to the transfer.
- Team captains are encouraged to discuss any potential player movements with the Club President or Secretary to ensure alignment with team needs and Club policies.

2. Handling Recruitment Offers:

- Players approached by other teams, either within or outside the Club, must immediately notify their current Club President. This transparency helps to protect the player's interests and the integrity of the Club's operations.
- Any captain, coach, or team/club member found to be actively recruiting players from other teams without following the appropriate channels will be subject to disciplinary action as outlined below.



3. Reporting Poaching Incidents:

- Any member who feels they have been approached inappropriately or suspects poaching activity should report the incident to the Club's President or Club Secretary.
- Reports will be handled confidentially, with an investigation conducted to determine the facts and appropriate actions.

Disciplinary Actions

1. **First Offense:** A formal warning will be issued to the offending individual(s), reminding them of the Club's policies and the importance of maintaining respectful team dynamics.
2. **Second Offense:** The offending individual(s) will face temporary suspension from Club activities, including games and training sessions, for a period determined by the Club Committee.
3. **Third Offense:** Repeated violations will result in more severe disciplinary action, including potential expulsion from the Club and/or the Spectres Australia Association and relevant State-based Club, subject to review by the Club Committee.
4. **Appeal Process:** Individuals subject to disciplinary action may appeal the decision in writing to the Club President within 7 days of receiving notice of the action. The Club Committee will review appeals and issue a final decision.

Club Values and Expected Conduct

- **Respect:** All members are expected to respect the team structures, roles, and boundaries set within the Club. Unauthorised recruitment undermines trust and team morale.
- **Friendship:** The Club promotes camaraderie and a supportive environment where players feel valued and secure in their team roles.
- **Community:** Maintaining a united Club community is essential. Encouraging open communication and adherence to Club policies ensures all members enjoy a positive and inclusive basketball experience.

Policy Review



This policy will be reviewed annually by the Club Committee to ensure its effectiveness and alignment with the Adelaide Spectres' mission and values. Updates will be communicated to all members accordingly.

Contact Information

For questions or concerns regarding this policy, please contact:

- Club President
- Club Secretary
- Team Captain

By adhering to this policy, all members of the Adelaide Spectres contribute to a respectful and supportive environment that prioritises team integrity and upholds the Club's core values.