



Code of Conduct (CoC)

Adelaide Spectres Basketball Club is committed to providing a safe, inclusive, respectful and harassment-free environment for all members, players, volunteers, spectators, supporters and guests. This Code of Conduct applies at all club activities, including trainings, games, tournaments, meetings, social events and online communications connected with the club.

Need Help?

If you witness or experience harassment behaviour that may breach this Code of Conduct, please contact a committee member as soon as possible. Please report violations of our community's Code Of Conduct to the club president or secretary in person or via email to adelaidespectres@gmail.com. If anyone is in immediate danger, contact venue staff, security, police or emergency services.

If you would like to share any event issues with the Adelaide Spectres Basketball Club committee, please contact them at adelaidespectres@gmail.com. Sharing reports of incidents that occurred at your event helps the club to identify potential patterns of behavior that may have impacts beyond our local group or community.



About this Code of Conduct

Adelaide Spectres Basketball Club is a club that brings together the LGBTQIA+ community, friends, supporters and allies who want to make a difference to the local community and the Adelaide Spectres Basketball Club. Adelaide Spectres Basketball Club is dedicated to providing a safe, inclusive, welcoming, professional, harassment-free event experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which the event is being held. This Code of Conduct ensures we collectively create this kind of experience. This document expresses the behaviours we expect at our events, what is unacceptable behaviour, how we address unacceptable behaviour, and how to ask for help if needed.

All participants, including attendees, organizers, speakers, sponsors, club members, fill-in players, volunteers and event staff are required to abide by this Code of Conduct. CoC contacts, Adelaide Spectres Basketball Club volunteers and staff, and/or their designated representatives will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everyone.

Expected Behaviour

All event participants are expected to behave in accordance with professional standards, this Code of Conduct, applicable laws, venue rules (including Basketball SA Policies, Rules, and Conditions of Entry), and basic standards of respect, safety, and inclusion.

We are considerate

Adelaide Spectres Basketball Club brings together diverse people from a wide variety of ethnic, cultural, gender and religious backgrounds. We acknowledge that cross-cultural communication can often be complicated and encourage everyone to consider the impact of their words and actions on those with different backgrounds and experiences.



We are welcoming

One of the greatest strengths of the Adelaide Spectres Basketball Club community is our inclusiveness. Making all participants feel welcome and included at all club activities is everyone's job.

We are respectful

All participants should strive to treat each other with dignity and respect, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which the event is being held.

We are collaborative

If and when misunderstandings occur, we encourage people to work things out between themselves where appropriate and where everyone feels safe to do so. Where support is beneficial to achieve this, participants agree to ask for help. People are encouraged to take responsibility for their words and actions and listen to constructively-presented criticism with an open mind, courtesy, and respect. If people do not feel able to work out an issue between themselves, they are encouraged to seek support from a committee member or other appropriate club representative.

To get help mediating you may contact one of Adelaide Spectres Basketball Club's CoC contacts.

We lead by example

Anyone who represents the Adelaide Spectres Basketball Club, officially, informally, or otherwise, is a leader in our community. At Adelaide Spectres Basketball Club, leadership roles include but are not limited to the organizing team, club committee, and presenters. Leadership is not an award, right or title; it is a privilege, a responsibility, and a mandate. As leaders, they must represent the best version of the Adelaide Spectres Basketball Club community in what they say and do.



Unacceptable Behaviour

We do not tolerate harassment, bullying, discrimination, or abusive behaviour at Adelaide Spectres Basketball Club activities. Such behaviour is not acceptable in person, online, on court, on the sidelines, or at any club event. . Harassment will not be tolerated in any form, including but not limited to harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or any other status protected by laws in which the event is being held. Any report of harassment at Adelaide Spectres Basketball Club activities will be addressed immediately.

Unacceptable behaviour includes, but is not limited to:

- Verbal comments or imagery that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which the event is being held.
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- Abusive, offensive, or degrading language or imagery.
- Language or imagery that encourages, glorifies, incites, or calls for violence, emotional, or physical harm against an individual or a group of people.
- Intimidation, stalking, or following.
- Harassing photography or recording.
- Sexual imagery. At a minimum, no images containing nudity or expressions of sexual relationships that might be deemed inappropriate for a public environment should be used. In addition, participants should consider local societal customs of the hosting country when deciding what is deemed appropriate for a business environment.
- Deliberate disruption of club activities.
- Unwelcome sexual attention or advances or physical contact.
- Bullying, deliberate exclusion, or repeated behaviour that makes others feel unsafe or unwelcome.
- Misuse of personal, familial, social, or professional relationships for the purpose of bullying or harassing another person.
- Advocating for, or encouraging, any of the above behaviour.



At club events participants must also comply with the following:

- No weapons of any kind are permitted at Adelaide Spectres Basketball Club activities or events.
- No illegal drugs are permitted at Adelaide Spectres Basketball Club activities or events.

Sponsors, guests, volunteers and presenters are also expected to comply with this Code of Conduct.

Consequences of Unacceptable Behaviour

Unacceptable behaviour from any Adelaide Spectres Basketball Club participant will not be tolerated. If a participant engages in unacceptable behaviour, CoC contacts, Adelaide Spectres Basketball Club volunteers and committee members, and/or designated representatives of the venue may take any of the following actions they deem appropriate, up to and including a temporary ban or permanent expulsion from the event/future events without warning and without refund.

These actions may include, but are not limited to:

- A warning to cease their behaviour and that any further reports will result in further actions.
- Removal from Adelaide Spectres Basketball Club activities or events without refund.
- Not being allowed to attend future Adelaide Spectres Basketball Club activities or events for a period of time or indefinitely.
- Revocation of leadership roles related to Adelaide Spectres Basketball Club activities or events for a period of time or indefinitely.
- Reporting behaviour to the applicable authorities.

Any action taken will depend on the seriousness of the behaviour, any immediate risk to others, and whether there is a pattern of repeated conduct.



What To Do If You Witness Or Are Subject To Unacceptable Behaviour

If you feel threatened or violated as a result of intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct, please immediately notify a CoC contact, event volunteer or committee member listed earlier in this document. Likewise, please immediately notify us if you notice that someone else is being subjected to such behaviour.

Reports may be made in person or by email to adelaidespectres@gmail.com. The club will handle reports as confidentially as possible, noting that some information may need to be shared in order to properly investigate and respond. If there is an immediate risk to anyone's safety, contact venue staff, security, police or emergency services.

We're all in this together

We have an amazing community and this Code of Conduct is designed to continue and strengthen our ability to safeguard and foster our event attendees and our members' wellness while encouraging the community's growth in a safe, productive and welcoming place by providing clarity and expectations around our appropriate behaviour and responsibilities.

Parts of this Code of Conduct are derived from best practices used in other open-source project and sporting organisations' Codes of Conduct, including:

- Adelaide Spikers Volleyball
- Adelaide Frontrunners
- Adelaide University Sharks Rugby Club
- Adelaide Dolphins Swimming Club

The Adelaide Spectres Basketball Club Code of Conduct is largely based on the DrupalCon Code of Conduct, and is licensed under a Creative Commons Attribution 3.0 Unported License (<http://creativecommons.org/licenses/by-sa/3.0/>) and is available for others to use and adapt for their own events.