

Code Of Conduct For Netball Illawarra

2026



ILLAWARRA DISTRICT NETBALL ASSOCIATION

CODE OF CONDUCT FOR NETBALL ILLAWARRA

INTRODUCTION

This Code of Conduct has been created to comply with the Netball Australia document titled “CODE OF CONDUCT FOR COMMUNITY NETBALL” which became effective on 1 February 2026.

The wording of the Netball Australia document has been retained wherever possible. Where the specific needs and requirements of Netball Illawarra are better suited by specific word changes or deletions then the generic wording has been appropriately modified or deleted.

Should there be any doubt about any wording or meaning in this document then reference shall be made to the original document - CODE OF CONDUCT FOR COMMUNITY NETBALL.

A PURPOSE

Netball Illawarra is committed to promoting and strengthening the positive image of Netball in the Illawarra and to ensuring that everyone in Netball feels safe and included and is treated with respect, dignity, and fairness.

This Code of Conduct sets out the standards of behaviour that are expected of all Clubs and Relevant Persons in our sport - including those individuals that are registered with a Club such as players, umpires, coaches, administrators, and volunteers, as well as parents and spectators – whether in-person or online.

It is acknowledged that Social Media and digital communications are a valuable tool for all persons involved in the sport to connect, interact, share, learn, promote, and communicate. However, when used inappropriately, Social Media has the potential to cause harm to the careers, reputations, or health of those involved with Netball and can impact the integrity and image of all Netball Organisations and Netball Australia.

Alongside 25 other major sporting organisations, Netball Australia signed the Online Safety Statement of Commitment. This initiative supports the work of the e-Safety Commissioner to ensure the online safety of all Australians - including everyone involved in Netball, from the community game to the elite level.

This Code forms part of the Netball Australia Integrity Policies. However, where a provision in this Code is inconsistent with any provision of another Netball Integrity Policy, the Netball Integrity Policy shall prevail to the extent of that inconsistency.

It is the responsibility of all Clubs and Relevant Persons (other than Participants, as applicable) to read, understand, abide by, and acknowledge, this Code Of Conduct, to embody the expected behaviours and not engage in any conduct that may be deemed Prohibited Conduct.

B SCOPE AND EXCLUSIONS

This Code Of Conduct applies to all clubs and relevant persons.

All Relevant Persons and Clubs must comply with this Code Of Conduct at all times. This includes but is not limited to:

- (a) When interacting with another Relevant Person, Club or Netball Illawarra or other Netball Organisation or their employees, contractors, volunteers, and representatives;
- (b) When interacting with other Relevant Persons, Clubs, Netball Illawarra, or other Netball Organisations in their official capacity;
- (c) When engaging in activities related to their membership or standing as a Relevant Person or Club; and/or
- (d) Where a direct connection exists with any Netball Activity, Club or Netball Organisation, including through participation, attendance, or Social Media conduct.

For the avoidance of doubt, the Expected Standards of Behaviour under clause 1 of this Code, apply to conduct and alleged Prohibited Conduct occurring in-person or via Social Media.

This Code Of Conduct does not apply to any of the following:

- (a) Conduct or interaction/s that, whilst may be related to a previous incident of Prohibited Conduct, is no longer directly related to Netball or a Netball Activity, even if such conduct or interaction/s would otherwise be Prohibited Conduct;
 - Note:** For example, two Relevant Persons engaging in a verbal argument at a shopping centre, or two Relevant Persons sending abusive social media messages to each other, in circumstances that have no direct link to Netball.
- (b) Conduct or interactions (including those on Social Media) involving one or more Relevant Person/s or Affiliate/s that are not directly related to Netball or a Netball Activity;
 - Note:** For example, where a Relevant Person allegedly breaches this Code by Physically Abusing another Relevant Person at a Match, but Personal Grievance(s) between the two arise or otherwise continue in relation to issues not directly related to Netball, such as inappropriate conduct on Social Media where there is no direct or apparent link to Netball.
- (c) Where the Club, upon receipt of the allegation of Prohibited Conduct of this Code, determines in its absolute discretion, that the alleged Prohibited Conduct is better addressed under another policy, code, rule/s or guideline/s of the Club or Netball Illawarra (as the case may be), or is better addressed by another organisation;
- (d) Disputes that occur in-play or disciplinary matters;
- (e) Any allegation/s, complaint/s or information:
 - i) that is a Personal Grievance;
 - ii) that is mischievous, vexatious, or knowingly untrue;
 - iii) where the person the subject of the allegation is not a Relevant Person or Club and/or was not bound by the Code or any other Netball Integrity Policy at the time the alleged Prohibited Conduct occurred;
 - iv) that does not refer to a breach of the Code; or
 - v) that constitutes a Protected Disclosure.

The laws of the Commonwealth, or New South Wales, always take precedence over the Code and must be complied with in the first instance. This Code does not prevent the referral of alleged Prohibited Conduct or criminal activity to law enforcement.

If alleged Prohibited Conduct is the subject of a Protected Disclosure in relation to Netball, it will be dealt with under the Netball NSW Whistleblower Policy (if applicable).

C DEFINITIONS

Defined terms not otherwise defined in this Code have been defined in, and have the meaning given to them in the Netball Australia Complaint & Disciplinary Policy

Capitalised words in this Code are defined terms that have the following corresponding meaning:

Activity means a netball contest, Match, competition, tournament or tour, committee meetings, board meetings, event (which for the avoidance of doubt includes any awards presentation, season launch, and other events or assemblies conducted by Netball Illawarra), or activity, including training, whether on a one-off basis or as part of a series, league or competition, sanctioned or organised by Netball NSW or Netball Illawarra, whether that Activity occurs in Australia or overseas.

Affiliate means:

- (a) **Clubs**, which means any netball club that is not a Netball Organisation that enters a team to participate in an Activity and is affiliated to an Association and/or Member Organisation;

Affiliate Person means any Individual Member that is registered with a Club.

Child or Children means a child or young person, or two or more children or young persons, under the age of 18 years.

Constitution means Netball Illawarra's Constitution.

Match means a netball match of any format and duration in length in which two netball teams compete against each other, played anywhere in the world.

Match Delegate/Technical Official/Match Official means any person holding that role, from time to time, in respect of any Match.

Member means a member of a Club under its constitution, including:

- (a) each Club;
- (b) Individual Members, which means individuals who are registered with a Club.

Netball means the sport of netball, as governed by Netball Australia and World Netball from time to time, and a reference to Netball means collectively Netball Australia, Netball Organisations and Clubs.

Netball Integrity Policies means:

- (a) Safeguarding Children and Young People Policy;
- (b) Member Protection Policy;
- (c) Code of Conduct for Community Netball;
- (d) Competition Manipulation and Sports Wagering Policy for Community Netball;
- (e) Sports Medicine Policy for Community Netball;
- (f) any other Netball Australia policy deemed by Netball Australia to be a Netball Integrity Policy, notified to the Member Organisations, and made available on the Netball Australia website from time to time.

Non-Member Person means:

- (a) any parent or guardian of an Individual Member or Participant; and/or
- (b) any person attending or associated with an Activity.

Official includes Match Delegates, Technical Officials, Match Officials, Umpires and Umpire Support Personnel.

Participant means an Athlete, Athlete Support Personnel, Match Delegate/Technical Official, Umpire or Umpire Support Personnel.

Personal Grievance means any type of interpersonal conflict or dispute, including on Social Media, between two or more people (including individuals and body corporates) that:

- (a) does not concern or allege a breach of a Netball Integrity Policy, including falling short of the threshold for Prohibited Conduct such as bullying, abuse and discrimination;
- (b) is unrelated to Netball or any Netball Activity, notwithstanding that the individuals involved are bound by the Netball Integrity Policies; or
- (c) whilst may be related to a previous incident of alleged or sustained Prohibited Conduct, is no longer directly related to Netball or any Netball Activity, even if such conduct would otherwise be Prohibited Conduct.

Note: Personal Grievances can include, without limitation, such matters as (a) selection and grading disagreement for team or other relevant position; (b) disrespectful behaviour or general friction between members.

Prohibited Conduct means the conduct proscribed under clause 3 of this Code.

Protected Characteristic means:

- (a) age;
- (b) disability;
- (c) race or ethnicity;
- (d) sex or gender identity;
- (e) sexual orientation;
- (f) pregnancy, potential pregnancy, or breastfeeding; or
- (g) religion.

Relevant Organisation means any of the following organisations:

- (a) Netball Australia;
- (b) Netball NSW;
- (c) Netball Illawarra;
- (d) Clubs.

Relevant Person means any of the following persons:

- (a) **Affiliate Person;**
- (b) **Volunteer**, which means any person engaged by Netball Illawarra in any capacity who is not otherwise a Participant;
- (c) **Non-Member Person;**
- (d) **Official;**
- (e) any other person who has agreed to be bound by the Netball Integrity Policies.

Social Media refers to websites, applications and other tools or functions that allow users to communicate and create and share content via the internet.

Team means any team of a Netball Organisation that is participating in an Activity and/or that contracts a Participant.

Umpires includes any person who is responsible for officiating a Match under the auspices of a Relevant Organisation.

Umpires Support Personnel includes any person who is appointed by a Relevant Organisation to support the role of Umpires.

Vulnerable Person means a person who is:

- (a) under the age of 18; or
- (b) aged 18 or over but is or may be unable to take care of themselves, or is unable to protect themselves against harm or exploitation by reason of age, illness, trauma or disability or any other reason; or
- (c) aged 18 or over but has experienced or is experiencing poor mental health outcomes, either as a result of the incident in question, due to their life experiences, or as a result of societal factors, including but not limited to individuals from diverse backgrounds facing disproportionate mental health impacts, such as people with diverse sexualities or gender.

WN, or World Netball, formally the International Netball Federation, means the international federation recognised by the International Olympic Committee or the General Assembly of International Sports Federations as the entity responsible for governing netball internationally.

WN Rules & Regulations means the Rules and Regulations of World Netball.

D OTHER RELATED POLICIES AND DOCUMENTS

The following NA policies and documents also apply to the application of this Policy:

- (a) Netball Australia Complaints & Disciplinary Policy;
- (b) Member Protection Policy;
- (c) Safeguarding Children & Young People Policy;
- (d) Competition Manipulation & Sports Wagering Policies; and
- (e) Any other applicable Netball Integrity Policy, as determined by NA and available on the NA website.

E EXPECTED STANDARDS OF BEHAVIOUR

E.1 General Behaviour

E.1.1 This Code aims to help shape the culture of Netball in the Illawarra and across all Clubs, positively influencing the entire netball community and fostering a safe, inclusive, and respectful environment for everyone involved.

E.1.2 When taking part in a Netball Activity, Relevant Persons, Affiliates, and Member Organisations must:

- (a) Act and operate within the rules and spirit of Netball and all Netball related Activities;
- (b) Act ethically and be fair, honest, objective, and accountable in all dealings with other people and organisations;

- (c) Respect the rights and dignity of every person and treat everyone equally, regardless of any Protected Characteristic;
- (d) Maintain appropriate, professional relationships with other Relevant Persons, Clubs and Associations at all times;
- (e) Accept and respect the authority and decisions of all Officials;
- (f) Not intimidate (or attempt to intimidate) any other Relevant Person, Club, Netball Organisation or Netball Australia, or any representative of a Club, Netball Organisation or Netball Australia;
- (g) Act with care and diligence to safeguard the health and safety of themselves and others, ensuring all decisions and actions contribute to ensuring a safe environment for everyone;
- (h) Immediately notify Netball Illawarra if charged with a criminal offence;
- (i) Respect and protect all personal information of Relevant Persons and all other confidential information obtained by reason of, or otherwise for the purposes of, any Activity; and
- (j) Respect the privacy of all Relevant Persons and Clubs.

E.2 Verbal Abuse

E.2.1 A Relevant Person or Club must not at any time, directly or indirectly, engage in any form of verbal abuse of another person. Verbal abuse includes, without limitation:

- (a) making a statement that implies dishonesty or is derogatory, insulting, aggressive or otherwise abusive;
- (b) language that is offensive, intimidating, humiliating, obscene or threatening; and
- (c) language that shows unnecessary dissension, displeasure, or disapproval towards an Official, Umpire, coach, or player at any time.

E.3 Physical Abuse and Contact

E.3.1 A Relevant Person or Affiliate must not at any time engage in any form of Physical Abuse of another person.

See Appendix 1 of the Member Protection Policy for further information on Physical Abuse.

E.3.2 All physical contact must be objectively appropriate to the situation. Relevant Persons and Clubs must not engage in physical contact that is reasonably likely to negatively affect the experience, safety, or wellbeing of any person. This includes, but is not limited to, unwelcome or uninvited physical contact.

E.4 Harmful Behaviours

E.4.1 Relevant Persons and Clubs must not engage in any conduct (including on Social Media) that would be reasonably likely to negatively affect the experience, safety or wellbeing of another person or group of people, including but not limited to:

- (a) Provocation or incitement of violence;
- (b) Aggressive, abusive, or threatening behaviour;
- (c) Offensive behaviour including behaviour that is unreasonably critical, obscene, provocative, indecent, or insulting; or

- (d) Intimidating behaviour or creating a hostile or unsafe environment.

E.5 Behaviour at any Activity or venue

Any Relevant Person or Club in attendance or present at an Activity must not engage in any of the following:

- (a) Behaviour prohibited by a venue's ticketing or entry conditions;
- (b) Acts of violence, aggression or intimidation including but not limited to such acts in the changing rooms, warm-up areas or directed towards any Relevant Person at the venue;
- (c) Drunk or disorderly behaviour that would be reasonably likely to negatively affect the experience, safety or wellbeing of another person or group of people;
- (d) Possession of, or being under the influence of, an illegal drug at or in proximity to a venue where an Activity is taking or has recently taken place;
- (e) Continued or unreasonable disruption of an Activity, including matches, or interference with any Relevant Person or representative of a Club performing their duties;
- (f) Behaviour that creates a public nuisance within or around a venue where an Activity is taking or has recently taken place; or
- (g) Deliberately damage the property of a Relevant Person or Affiliate or any other property in connection with an Activity.

E.6 Bringing Netball or others into disrepute

Relevant Person and Clubs must not engage in any conduct (including on Social Media) that:

- (a) Could damage the image or reputation of Netball or any Relevant Person or Relevant Organisation;
- (b) Has the effect or potential to prejudice or be detrimental to the interests of the sport of Netball or any Relevant Person or Relevant Organisation;
- (c) Has the effect or potential to bring the sport of Netball or any Relevant Person or Relevant Organisation into disrepute;
- (d) Is disparaging, derogatory or unreasonably critical of an Official, Relevant Organisation or Relevant Person (including without limitation employees, administrators, and volunteers); or
- (e) Is disparaging, derogatory or critical of an Investigator, Complaints Manager, Decision Maker, mediator or conciliator during an ADR process, Hearing Tribunal, or their findings or decision made under or in relation to the Complaints & Disciplinary Policy or another Netball Integrity Policy, without reasonable basis or justification.

E.7 Confidential information

Relevant Persons and Affiliates must not misuse or unlawfully disclose confidential information obtained as a result of their position or through an Activity, this includes disclosing information related to a complaint, report or other disciplinary process.

E.8 Criminal Conduct

Relevant Persons and Clubs must not commit a criminal offence (whether or not a conviction has been recorded).

F EXPECTED STANDARDS OF BEHAVIOUR- SOCIAL MEDIA

F.1 What is Social Media?

Social Media includes, but is not limited to:

- (a) External and internal social networking sites (for example, Facebook, LinkedIn, WhatsApp, and Tinder);
- (b) Instant messaging (for example, SMS and Facebook Messenger);
- (c) Video and photo sharing platforms (for example, Instagram, Snapchat, TikTok and YouTube);
- (d) Micro-blogging platforms (for example, X (formerly Twitter));
- (e) Podcasting;
- (f) Forums and discussion boards (for example, Yahoo! Whirlpool or Google Groups);
- (g) Online encyclopedias (for example, Wikipedia); and
- (h) Weblogs, for personal or business use (includes any weblog allowing a user to provide commentary).

F.2 Expected Behaviours when using Social Media

- F.2.1 All Relevant Persons must accept responsibility for the content they place on Social Media and acknowledge their information can be made public or further distributed across Social Media platforms.
- F.2.2 The use of Social Media by a Relevant Person should be appropriate, responsible, and ethical, whether it is in an official or authorised capacity on behalf of a Club or Netball Organisation, or in a personal capacity.
- F.2.3 Relevant Persons should not represent themselves as an authorised spokesperson of a Club or Netball Organisation if they are not.
- F.2.4 Use of social networking by adults must be in accordance with the NA Safeguarding Children and Young People Policy and Child Safe Practices.
- F.2.5 When using Social Media, a Relevant Person must:
 - (a) Ensure the content shared is factually accurate and not misleading;
 - (b) Respect the privacy of others;
 - (c) Be polite and respectful when engaging or sharing material with others;
 - (d) Adhere to this Code and the Netball Australia Integrity Policies; and
 - (e) Adhere to any relevant and applicable laws.
- F.2.6 When using Social Media, a Relevant Person must not:
 - (a) Post or engage with (e.g., like, comment on, share or forward) any material that is, or may be considered offensive, aggressive, disparaging, defamatory, threatening,

discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist, or otherwise inappropriate;

- (b) Post or share a personal view as that of Netball Australia, Netball Illawarra, or a Club;
- (c) Post or share any material that is inaccurate, misleading, or fraudulent;
- (d) Post or engage with any material that is in breach of the Netball Australia Integrity Policies and this Code;
- (e) Post, share or engage with any material that is in contravention of laws, court orders, undertakings, or contracts;
- (f) Post, share or engage with any material that breaches the privacy or confidentiality of others;
- (g) Use or disclose the intellectual property or confidential information of Netball Australia, a Netball Organisation, or a Club; or
- (h) Post or engage with any material that has the potential to derogate from or negatively affect the image, goodwill, name or reputation of Netball Australia, a Netball Organisation, or a Club.

F.3 Relevant Legislation

F.3.1 All individuals involved with the sport of Netball should be cognisant that outside of the Netball Integrity Policies and this Code, online communications are subject to legislation. More information on relevant laws and potential avenues for recourse can be found at:

- The Australian Government Office of the Australian Information Commissioner website; and
- The eSafety Commissioner website.

G PROHIBITED CONDUCT

- G.1 A Relevant Person or Club, in the circumstances contemplated by section B of this Code, breaches this Code by failing to comply with the Expected Standards of Behaviour in the circumstances outlined in clauses 1 and 2.2 to 2.8 (inclusive).
- G.2 A breach occurs whether the Prohibited Conduct is engaged in individually or collectively, and whether done deliberately or negligently (except where intent is a specific element of the Prohibited Conduct).
- G.3 A Relevant Person or Club also breaches this Code if they:
 - (a) Attempt to engage in Prohibited Conduct; or
 - (b) Are complicit in, aid, encourage, sanction, cover up or authorise another person to engage in Prohibited Conduct; or
 - (c) Agree with others to engage in Prohibited Conduct.
- G.4 For a breach of this Code pursuant to clause 3.3(a), a Relevant Person or Club may be treated for the purpose of this Code as if a breach has occurred (even if a breach did not actually result) and as if they committed the breach themselves (event if the breach was carried out by another). This discretion will be exercised on a case-by-case basis, considering all relevant factors, including the nature and severity of the alleged breach, the extend of the involvement (if any) of the Relevant Person or Club, and any mitigating or aggravating circumstances.

- G.5 A Club is bound to address Prohibited Conduct within their jurisdiction to uphold the discipline, control, honesty, and mutual respect fundamental to the image and integrity of Netball.

H MANAGEMENT OF ALLEGED BREACHES OF THE CODE

H.1 Netball Australia Complaint & Disciplinary Policy

- H.1.1 Allegations of Prohibited Conduct under this Code are to be managed in accordance with the Netball Australia Complaint & Disciplinary Policy.

I EDUCATION

- I.1 Netball Illawarra is committed to ensuring all Clubs and Relevant Persons are afforded the opportunity to improve their understanding of this Code and their rights and responsibilities under it. As such, Netball Illawarra will work to develop an education plan to reflect this commitment.
- I.2 Netball Illawarra may require a Relevant Person to complete education and training, which will be relevant and proportionate to their level of participation in the sport and the associated integrity risks.

Appendix 1 – EXAMPLES OF PROHIBITED CONDUCT

The content of the Appendix has been taken directly from the Netball Australia Member Protection Policy (February 1, 2025). Should there be any confusion as to the meaning of these examples then reference should be made to the Netball Australia document referred to.

1 ABUSE

- 1.1 Abuse must be behaviour of a nature and level of seriousness, either in-person or online which includes, but is not limited to:
 - 1.1.1 physical abuse and assault including hitting, slapping, punching, kicking, destroying property, sleep, and food deprivation, forced feeding, unreasonable physical restraint, spitting at another person or biting;
 - 1.1.2 sexual abuse including rape and assault, using sexually degrading insults, forced sex or sexual acts, deliberately causing pain during sex, unwanted touching or exposure to pornography, sexual jokes, using sex to coerce compliance;
 - 1.1.3 emotional abuse such as repeated and intentional embarrassment in public, preventing or excluding someone from participating in sport activities, stalking, humiliation, or intimidation;
 - 1.1.4 verbal abuse such as repeated or severe insults, name calling, criticism, swearing and humiliation, attacks on someone's intelligence, body shaming, or aggressive yelling;
 - 1.1.5 financial abuse such as restricting access to bank accounts, taking control of finances and money, forbidding someone from working, taking someone's pay and not allowing them to access it;
 - 1.1.6 neglect of a person's needs.

2 BULLYING

- 2.1 Bullying must be behaviour of a nature and level of seriousness either in-person or online which includes, but is not limited to, repeatedly:
 - 2.1.1 keeping someone out of a group (online or offline);
 - 2.1.2 acting in an unpleasant way near or towards someone;
 - 2.1.3 giving nasty looks, making rude gestures, calling names, being rude and impolite, constantly negative and teasing;
 - 2.1.4 spreading rumours or lies, or misrepresenting someone (i.e. using their social media account to post messages as if it were them);
 - 2.1.5 'fooling around', 'messaging about' or other random or supposedly playful conduct that goes too far;
 - 2.1.6 harassing someone based on a Protected Characteristic;
 - 2.1.7 intentionally and repeatedly hurting someone physically;
 - 2.1.8 intentionally stalking someone; and
 - 2.1.9 taking advantage of any power over someone else, but does not include legitimate and reasonable:

- 2.1.10 management action;
- 2.1.11 management processes;
- 2.1.12 disciplinary action; or
- 2.1.13 allocation of activities in compliance with agreed systems.

3 HARASSMENT

- 3.1 Harassment must be behaviour of a nature and level of seriousness which includes, but is not limited to:
 - 3.1.1 telling insulting jokes about racial groups;
 - 3.1.2 sending explicit or sexually suggestive emails or text messages;
 - 3.1.3 displaying racially offensive or pornographic images or screen savers;
 - 3.1.4 making derogatory comments or taunts about someone's race;
 - 3.1.5 asking intrusive questions about someone's personal life, including his or her sex life;
 - 3.1.6 sexual harassment or any of the above conduct in the workplace by employers, co-workers, and other workplace participants;
 - 3.1.7 any of the above conduct in the workplace, based on or linked to a person's disability or the disability of an associate; and
 - 3.1.8 offensive behaviour based on race or racial hatred, such as something done in public that offends, insults, or humiliates a person or group of people because of their race, colour or nationality or ethnicity.

4 SEXUAL MISCONDUCT

- 4.1 Sexual Misconduct is behaviour including, but not limited to:
 - 4.1.1 unwelcome touching;
 - 4.1.2 staring or leering;
 - 4.1.3 suggestive comments or jokes;
 - 4.1.4 showing or sharing sexually explicit images or pictures;
 - 4.1.5 unwanted invitations to go out on dates;
 - 4.1.6 requests for sex;
 - 4.1.7 intrusive questions about a person's private life or body;
 - 4.1.8 unnecessary familiarity, such as deliberately brushing up against a person;
 - 4.1.9 insults or taunts based on sex;
 - 4.1.10 sexually explicit physical contact;
 - 4.1.11 sending sexually explicit or suggestive emails, texts, or other electronic/social media messages;
 - 4.1.12 displaying pornographic images or screen savers;
 - 4.1.13 asking intrusive questions about someone's personal life, including about his or her sex life; and

- 4.1.14 criminal offences such as rape, indecent or sexual assault, sexual penetration, or relationship with a child under the age of 16 and possession of child pornography.

5 DISCRIMINATION

- 5.1 Discrimination is unfair treatment, either in-person or online, based on a person's:
 - 5.1.1 Age,
 - 5.1.2 Disability,
 - 5.1.3 Race, colour, nationality, ethnicity, or migrant status.
 - 5.1.4 Religion,
 - 5.1.5 Sex, pregnancy, marital or relationship status, family responsibilities or breastfeeding, and
 - 5.1.6 Sexual orientation, gender identity or intersex status.

6 VICTIMISATION

- 6.1 Victimisation is behaviour, either in-person or online, including, but not limited to:
 - 6.1.1 Dismissal of an employee/volunteer or disadvantage to their employment/involvement in sport
 - 6.1.2 Alteration of an employee's position or duties to their disadvantage
 - 6.1.3 Discrimination between an employee and other employees;
 - 6.1.4 Repeated failure to select an individual on merit;
 - 6.1.5 A reduction in future contact value; and
 - 6.1.6 Removal of coaching and other financial and non-financial support.

7 VILIFICATION

- 7.1 Vilification is behaviour, either in-person or online, including, but not limited to:
 - 7.1.1 Speaking about a person's race or religion in a way that could make other people dislike, hate, or ridicule them;
 - 7.1.2 Publishing claims that a racial or religious group is involved in serious crimes without any evidence in support;
 - 7.1.3 Repeated and serious verbal or physical abuse about the race or religion of another person;
 - 7.1.4 Encouraging violence against people who belong to a particular race or religion, or damaging their property; and
 - 7.1.5 Encouraging people to hate a racial or religious group using flyers, stickers, posters, or publication, a speech, certain gestures, or body language, or using websites, social media applications or email.