

CODE OF CONDUCT

for all players, coaches, referees, volunteers, staff and supporters

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A message from **Basketball New Zealand**

At Basketball New Zealand (BBNZ), our values guide everything we do:

- **MANA | Respect** – We treat others with fairness, kindness and care. This creates a safe, supportive and inclusive space for everyone.
- **TIKA | Integrity** – We act with honesty and fairness. We take responsibility for our actions and always aim to do the right thing in our work and decisions.
- **HONO | Connected** – We stay connected by communicating clearly, working together, and backing each other to succeed. We're stronger when we support each other.

These values shape how we behave, and help us create a safe, inclusive and positive environment.

This Code of Conduct sets out the standards of behaviour expected from everyone in basketball – players, coaches, referees, volunteers, staff and supporters.

By living our values and following our Code we can make sure basketball stays a sport where everyone feels welcome, respected, and safe. It also helps us protect the reputation of BBNZ and our wider basketball community.

Please take time to read and understand this Code and think about how our values show up in your own actions. We all have a part to play.

Code of Conduct quick reference guide

LIVING OUR VALUES AND FOLLOWING THE CODE

Our Code outlines safe, fair and respectful behaviour for our Aotearoa New Zealand basketball community to follow. It applies to everyone involved, and helps create a positive environment on and off the court. Not sure what it means? Ask your coach, Association or Basketball New Zealand – we're here to help.

OUR CODE STANDARDS



Mana | Respect

Treat everyone with fairness, dignity and respect – every day, in every interaction.



Tika | Integrity

Do the right thing – follow the rules, play fair, stay safe, and support each other.



Hono | Connected

Work together with honesty, fairness and respect to build strong, inclusive connections across basketball.

REPORTING A BREACH OR CONCERN

- Act quickly if there's a problem
- Talk to a leader with the relevant organisation
- Report child concerns to Oranga Tamariki
- If the issue is not resolved get support from the Sport Integrity Commission Te Kahu Rauui.

WHEN BEHAVIOUR FALLS SHORT OF THE CODE

- Misconduct breaks the code, and will be investigated.
- Serious or repeated misconduct has serious consequences.
- Basketball New Zealand handles issues fairly, with outside help if needed.

LEADER

- Identifies misconduct
- Reminds individual of expectations
- Identifies possible serious misconduct
- Contacts BBNZ

INDIVIDUAL

- Reviews Code of Conduct
- Makes sure future behaviour follows Code of Conduct

BBNZ

- Investigates concerns
- May contact Sport Integrity Commission Te Kahu Rauui



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About this Code of Conduct

This Code of Conduct outlines how everyone involved in basketball in Aotearoa New Zealand should behave.

It's based on our values of MANA | Respect, TIKA | Integrity, and HONO | Connected, and helps us create a positive, safe, and inclusive environment where everyone feels welcome and respected.

Whether you're a player, coach, official, volunteer, supporter or staff member, this Code shows what good behaviour looks like – on and off the court. It helps us all take responsibility for making basketball a great experience for everyone.

We show we're living our Code in the way we:

- treat and value others in the basketball community
- carry out our roles and interact with everyone involved in the game.

We also need to follow the [Code of Integrity for Sport and Recreation](#), which sets the legal standards for protecting fairness and safety under the [Integrity Sport and Recreation Act 2023](#).

Everyone in basketball must act fairly, honestly, and responsibly. This earns the trust of our players, communities, partners, and the public.

This Code includes examples of behaviour that support, or go against, our values.

Living our values and following the code

Our Code and values show the kind of behaviour we expect from everyone involved in basketball. They help set high standards so we can create a positive, respectful environment – every day, in everything we do.

The Code applies to anyone involved in basketball in Aotearoa New Zealand, including BBNZ, Associations, clubs, players, coaches, officials, referees, volunteers, contractors, supporters, staff, service providers, and whānau. It works alongside BBNZ's other policies and procedures.

By following the Code, we help make basketball safe, fair and inclusive for everyone.

If you're not sure about what the Code means or how to handle a situation:

- talk to your team manager or coach,
- talk to your local basketball association
- contact your BBNZ representative.

Our Code sets the basic standard for how we:

- behave in any basketball environment
- support an environment where everyone is treated with respect, dignity, and care
- help create safe, positive experiences.





Basketball NZ | Code of Conduct

CODE STANDARDS



We acknowledge the mana of others by showing respect, kindness and support.

Respect helps create a fair, positive basketball environment, where everyone feels welcome and valued.

To do this, we:

- respect each person's value and dignity, and create a respectful and encouraging environment
- accept and appreciate our differences, so everyone knows they are part of the team
- are open and honest about decisions when we can
- are fair and consistent, following BBNZ's rules and policies properly
- don't discriminate against anyone – no matter their gender, sexuality, ethnicity, race, beliefs, disability, age, or background
- support each other to be our best
- put people first in our day-to-day work
- help others when needed
- work well with others across the basketball community
- speak up if we see or suspect disrespectful behaviour – don't ignore it.

Unacceptable behaviours:

- swearing or making inappropriate jokes or comments
- refusing to follow a policy or rule
- sending angry or aggressive messages or emails
- belittling or shouting at someone.

Living the value of
MANA | respect
means we all play
a part in making
basketball a safe,
respectful space for
everyone



TIKA INTEGRITY

Living our value of tika means doing the right thing – being authentic, transparent, and accountable. Acting with integrity helps protect basketball across Aotearoa, and keeps the sport honest, fair, and respected. When we show tika, we set a good example and build trust across our community.

To live this value, we must:

- help basketball in Aotearoa stay strong and sustainable, and work together to reach our shared goals
- follow the Code of Integrity for Sport and Recreation
- protect basketball by following the rules, policies, and regulations
- be honest, positive, supportive, and caring for one another
- make basketball safe by:
 - » meeting health and safety standards
 - » using safe, age-appropriate equipment and training
 - » encouraging players to get medical help when they're injured or sick
 - » never using or accepting verbal, physical or emotional abuse
- provide a good experience by:
 - » helping players look for ways to learn and improve
 - » offering training and competitions that suit people's abilities and goals
- support a drug- and alcohol-free sporting environment, following guidance from the Sports Integrity Commission (SIC)
- play fairly and play hard
- respect referees, coaches, team management and volunteers – and their decisions
- own up to mistakes and learn from them
- celebrate our wins.

Unacceptable behaviours:

- not following rules or safety requirements
- ignoring or allowing verbal, physical and emotional abuse to happen
- not following the Code of Integrity for Sport and Recreation
- acting dishonestly, or unfairly to anyone
- making decisions that are unethical or unclear.

Living our
TIKA | integrity value
is about being honest,
fair and responsible.
When we show
integrity, we protect
the future of basketball
for everyone



Our value of hono means staying connected with each other. It's about belonging, working together, and creating positive experiences for everyone in basketball, no matter their age or background. When we feel connected, we're proud of what we do and support each other to succeed

To live our hono value, we must:

- separate our personal interests from our role in supporting basketball across Aotearoa New Zealand
- build respectful, professional relationships with others in the basketball community
- have respectful, open and honest conversations, using language that reflects our values
- be active listeners and respect different views
- be fair, reasonable and timely when we deal with others
- be transparent and avoid any bias or unfair treatment – even if it's unintentional
- share useful information to help others succeed
- work with others, like schools, mana whenua, councils and local organisations – to make well-informed decisions
- take a real interest in making basketball better, and speak up with ideas to improve how we work
- be involved and engaged with problem solving
- make our environment inclusive and welcoming, bringing a positive, team-focused attitude
- ask questions if we're unsure – it's okay to ask for advice.

Unacceptable behaviours:

- refusing to be collaborative
- using disrespectful or harmful language that doesn't align with our values
- being unfair, unreasonable, or slow to respond
- putting personal gain ahead of basketball's best interests
- making unethical or dishonest choices.

HONO | connected
is about working
together as a
connected team,
to make basketball
stronger for everyone



Reporting a breach or concern

To be fair and safe, it's important we deal with problems as soon as possible.

If you see or suspect a breach of the Code, or you're unsure what to do in a tricky situation:

1. Talk to your coach, manager or supervisor as soon as possible.
2. If you can't talk to them, or you feel the issue isn't resolved, talk to:
 - a representative from your club or school
 - a representative from your local basketball association
 - a representative from your relevant Committee/Board

Concern about a child

If you're worried about a child and want to report a concern, call Oranga Tamariki on **0508 326 459**.

Help and support

If you need support or advice on how to handle a situation, call the Sport Integrity Commission Te Kahu Raunui on **0800 378 437** or email complaints@sportintegrity.nz

Sport Integrity Commission Te Kahu Raunui

The Sport Integrity Commission Te Kahu Raunui (the Commission) is a free, confidential, and neutral service, who help solve complaints in sport and recreation. Raising issues early makes them easier to fix, and reduces harm.

The Commission is culturally responsive, and offer tikanga-based support. They also help children and young people take part in decisions that affect them.

You can contact the Commission about:

- bullying, abuse, violence, harassment, or sexual misconduct
- unsafe environments for children
- racism and other types of discrimination
- match-fixing
- corruption, fraud, and other dishonest behaviour
- poor handling of integrity issues by organisations.

The situation needs to be related in some way to sport and recreation. The Commission expects you would have followed the steps outlined on the previous page in reporting a breach or concern to the appropriate contacts. If you have done this and feel the issue isn't resolved you can contact the Sport Integrity Commission Te Kahu Raunui.

Call 0800 378 437 or go online to [make an integrity complaint](#).

You can find more information on the Commission's [Complaints and resolutions page](#).



When behaviour falls short of **the Code**

Behaviour that goes against this Code of Conduct is called misconduct. Repeated or serious misconduct is not okay, and will be investigated by the appropriate organisation (club, school, basketball association or BBNZ). It may also be referred to the Sport Integrity Commission Te Kahu Raunui.

If someone breaks our Code of Conduct, we'll work quickly and fairly to deal with it. Everyone involved will be treated with respect and professionalism.



IF YOU BREAK THE CODE

If it's a minor or one-off issue, a relevant representative will talk to you and remind you about what's expected.

If the behaviour is more serious or keeps happening, the appropriate organisation (club, school, basketball association or BBNZ) will handle it more formally. They may also get help or advice from BBNZ or the Sport Integrity Commission Te Kahu Raunui.

MISCONDUCT

Misconduct is any behaviour that goes against this Code of Conduct. It also includes breaking any of:

- the Code of Integrity for Sport and Recreation
- your employment agreement with your basketball employer
- other organisational policies and rules.

While everyone makes mistakes, misconduct is usually something done on purpose or something careless that causes harm. In serious cases, it can be considered serious misconduct.

SERIOUS MISCONDUCT

Serious misconduct is behaviour that breaks trust or harms people or relationships.

Basketball New Zealand and our community have zero tolerance for serious misconduct.

- Employees could be dismissed without notice.
- Others may be referred immediately to the Sport Integrity Commission.

Examples of serious misconduct include

- using or being under the influence of drugs or alcohol while working in the basketball community
- gambling without permission or match fixing
- committing serious drug- or alcohol-related offences
- work or driving under the influence of alcohol or drugs
- violence towards anyone in a basketball setting
- stealing or damaging property
- misusing your role for personal gain or harming basketball's reputation
- bringing basketball into disrepute through your actions inside or outside of work
- breaking health and safety rules that risk serious injury or illness
- having or sharing illegal, offensive, obscene, or indecent material in a basketball setting
- inappropriate or threatening behaviour towards others.

This list doesn't cover everything, and each case will be looked at properly and fairly.



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