

Policy Document 2011

Basketball Ireland Code Of Conduct for all Members

Part 1: Code of Conduct

1. Application

This Code of Conduct (the 'code') is binding on:

- a) All voluntary members of the Board of Directors, Standing Committees and Sub Committees of Basketball Ireland as listed above.
- b) All officials and employees of Basketball Ireland.
- c) All players, coaches and officials who are members of Basketball Ireland or with whom Basketball Ireland have entered into agreements.

(hereinafter referred to as 'covered persons').

2. Objectives

This Code is introduced to:

- a) Ensure that the policies and decisions of Basketball Ireland are implemented professionally and in an objective and accountable manner.
- b) Re-affirm the commitment of all covered persons to act in the best interests of Basketball Ireland at all times.
- c) Provide a further deterrent against conduct, behaviour and practices which may be detrimental to the best interests of Basketball Ireland and/or the game of basketball ('the game').

3. Responsibilities of Covered Persons

3.1 Covered persons must:

- 3.1.1 Perform the functions of their office in good faith and honestly.
- 3.1.2 Act in the best interests of Basketball Ireland and take all necessary steps to assist Basketball Ireland in achieving its objectives in such a way that Basketball Ireland's credibility and integrity is not compromised.
- 3.1.3 Conduct themselves in a manner worthy of their position within Basketball Ireland
- 3.1.4 Act with due care and diligence in the discharge of their functions for and on behalf of Basketball Ireland.

3.1.5 Disclose to Basketball Ireland any direct or indirect personal or private business interest that they or their spouses, partners or business associates may have which may conflict with Basketball Ireland's interests.

3.2 Covered persons may not:

3.2.1 Engage in conduct, behaviour or practices that may be detrimental to the best interests of Basketball Ireland.

3.2.2 Engage in any conduct or behaviour inappropriate to their role within Basketball Ireland.

3.2.3 Disclose confidential information entrusted to them or obtained as a result of their position as covered persons, unless legally obliged to do so.

3.2.4 Disclose information, unless legally obliged to do so, in a way which may damage the reputation of Basketball Ireland or the game.

3.2.5 Use their position or privileges as covered persons for private gain or to benefit another person improperly.

3.2.6 Commit or be responsible for, and / or party to, any form of discrimination including, but not limited to, discrimination on the basis of race, colour, gender, sex, ethnic or social origin, religion or political persuasion.

3.2.7 Do anything which is likely to intimidate, offend, insult or humiliate any person on the grounds of his or her race, colour, gender, sex, ethnic or social origin, religion or political persuasion.

3.2.8 Harass any person on any grounds whether physical, mental, professional or sexual.

3.2.9 Accept:

- Hospitality, either personally or on behalf of persons accompanying them, whether relatives or otherwise, which is excessive in the circumstance.
- Gifts other than gifts of nominal value in accordance with prevailing local custom and given and accepted as a mark of respect or friendship: provided that gifts which exceed €100 in value should be declared to the appropriate Basketball Ireland structure and handed over to it unless it decides otherwise.
- Goods or services, which may influence or affect judgement in the conduct of Basketball Ireland's affairs.

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- Give gifts or perform favours of any kind where it could appear designed to influence others improperly or which may influence or affect judgement in the conduct of Basketball Ireland s affairs.

4. Breaches of the Code

4.1.1 An alleged breach of the Code shall be investigated by the Board of Basketball Ireland or an individual or individuals appointed by the Board specifically for that purpose.

4.1.2 The Board or appointed person(s) shall determine the procedures governing the investigation of an alleged breach of the Code at their discretion on condition that the rules of natural justice are complied with.

4.1.3 If the Board determines that a breach of the Code may have been committed, they shall refer the matter through the Chairperson of the National Disciplinary Committee or their representative for adjudication.

4.1.4 If the National Disciplinary Committee determines that a breach of the Code had been committed, it may impose any of the following penalties:

- Censure and removal from any/all officially held positions.
- Suspension from all Basketball Ireland related activities for a defined period.
- Suspension from all Basketball Ireland related activities permanently.

I hereby commit to agree to this code as a member of Basketball Ireland

Name:

Position:

Date:
