

EAST COAST DERBY DOLLS CODE OF CONDUCT

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INTRODUCTION

By applying for membership for the East Coast Derby Dolls (ECDD) you acknowledge and agree to be bound by the League Code of Conduct as set out below in regards to your conduct during training, club activities, competitions and any activity held or sanctioned by WFTDA, Skate Australia or the East Coast Derby Dolls League.

Members agree to support the League in its undertakings. Rules under this Code are in place for reasons of Health and Safety, Member Protection and to uphold the integrity and good name of the League. Rules and regulations pertaining to safety equipment, training procedures, health and fitness and assessment procedures, although not part of the Code of Conduct are equally important and shall be treated as such.

Disregard for this Code of Conduct may result in a warning for a league member, suspension or possible membership termination (expulsion) as outlined in the ECDD Rules and Regulations.

1 ALL MEMBERS CODE OF CONDUCT

For the purpose of this Code of Conduct, 'Members' shall mean all members of ECDD including (but not limited to) Skaters, Coaches, Referees and Officials and Non-Skating Members.

Remember that Members participate for fun and enjoyment, and that winning is only a part of the enjoyment. Teams/Skaters must never be ridiculed for making mistakes or losing an event.

All members (and visitors) are:

- To understand there is zero tolerance for unconstructive, negative commentary and/or gossip regarding ECDD, our members, and teams, or any other League, League member, team or member of the roller derby community. Making any such comments (including comments and interactions made online, via social media, or via text) can in the worst instance, be cause for suspension or dismissal.
- To understand they are protected by ECDD's Policies and Procedures, as well as their Insurer's (Skate Australia) *Members Protection Policy*, in regards to such issues as bullying, discrimination, sexual harassment and victimisation, and it is their right to seek out and be guided by these Policies and Procedures when and if needed.
- To understand that our goal is to train skaters and encourage them to join and tryout for any league, even if it is not ECDD. Each league offers different opportunities for different members, no league is alike and no members are alike.
- To understand that if appointed as a Representative Squad skater, members agree to mentor and acknowledge other skaters and behave positively and encourage others at all times. As a skater and/or mentor they agree to avoid using language that is shaming, humiliating or rude.
- To understand that ECDD skaters encourage their peers to surpass them in skill level, and do their best to remember that any team is only as good as its weakest skater.
- To understand that compassion, tolerance and communication are of the utmost importance for excellence.

- To understand that individuals with weaker skills are valid and important members of ECDD and to acknowledge their progress and answer their questions. We all started as Fresh Meat, and it was our League mates that helped shape us to become the skaters we are today. Pass it on!
- To understand that this is a community league that will offer competitive teams with varying agenda and skills, and that skills and rules tests and assessments must be passed prior to moving to a new level or being placed onto a team.
- To respect the views of others, regardless of personal opinions or prejudices.

1.1 Creating a welcoming and supportive environment

In order to fulfill ECDD's duty of care to all members, ECDD should always create a **welcoming and supportive environment** for every member, volunteer and spectator. This includes (but is not limited to):

- Treating every member with respect. Do not discriminate, bully or harass other members. Respect the rights, dignity and worth of every member regardless of their ability, gender identity, sexual preference, race, cultural background or beliefs.
- Giving every new Skater, Coach, Referee, Trainer and Volunteer a fair go, the encouragement they need and the same amount of respect that you would expect to receive.
- Giving injured and incapacitated members the opportunity to participate at whatever level they feel comfortable with, provided they have appropriate medical clearance (if required).

All members of ECDD must:

- Read the ECDD Constitution, Code of Conduct and Rules and Regulations as set out by the ECDD Executive Committee.
- Read ECDD's Bullying Policy and Procedure, Sexual Harassment and Victimisation Policy and Procedure, and Child Protection Policy.
- Supply relevant contact details to the League Secretary for League purposes.
- Meet the rules knowledge and skills requirements as set out by ECDD before they are allowed to scrimmage, bout or attend training sessions at a higher level than their ability. Skaters and Referees should not put themselves in a position of skating above their assessed ability in regards to contact drills or scrimmage activities, nor should they be engaged in such activities without the appropriate supervision and direction.
- Be willing to take direction/suggestions from Coaches and Officials about skills and game rules.
- Make an effort to learn new skills and be committed to improving themselves as athletes and teammates.
- Make their best effort to meet training and meeting attendance requirements. Please refer to the attendance guidelines as set out in the ECDD Rules and Regulations.
- Contribute (even in a small way) to the running and betterment of the league (e.g. merchandise, promotions, event planning) and to participate in other League projects such as fund raising or charity events as required. ECDD is a league FOR skaters, run BY skaters after all.
- Not take part in media opportunities in which you are publicly representing ECDD without permission and support of the club President.
- Endeavor to be on time for training and games.
- Provide feedback, suggestions and recommendations in a respectful manner.

- Not allow derby commitments to interfere with family/work success.
- Be accountable for personal behaviors, actions and obligations and uphold the philosophies and objectives of the League.
- Be a walking advertisement for ECDD and always be prepared to speak to people in a positive light about the League and what it can offer.
- Keep negative opinions of other people and/or organisations private.
- To notify the Training Coordinator and/or Memberships Coordinator if unable to fulfill any obligations or commitments made to ECDD.
- To adhere to dress codes for bouts, promotional opportunities and public events as set out by the Committee.
- Choose a derby name and persona (if so desired) that a) is not already taken; and b) is not offensive and at risk of reflecting poorly on ECDD.

Visiting Members, Coaches, Referees and Officials are expected to abide by our Code of Conduct.

1.2 Maintaining a safe environment

Players must remember that roller derby can be dangerous and they must play safely and in such way as to minimize the risks to themselves and other players. All members must support a **safe environment** during practices, bouts and ECDD events. This includes:

- Supplying your own skates and protective gear. WFTDA regulations state that the minimum safety gear requirement for all training and bouts is helmet, mouth guard, wrist guards, elbow pads and kneepads. All gear should be appropriate to the sport of roller derby, be in good working order and should not pose a threat to any other player. Protective gear must conform to the applicable Australian Standards. Players must wear the proper safety equipment in the proper manner.
- Ensuring that all skates and gear must be “rink-safe”, meaning that their use must not gash, indent or blemish the skating surface or any other surface, and that skates will not cause injury to property or person(s).
- Bringing immediately to the attention of the nearest Coach, Executive Committee Member or Official any unusual, significant hazard in the presence of, or affecting the participation of skaters.
- Supplying relevant contact and emergency contact information to the League Officials. It is up to members to ensure that their medical information and emergency contacts are up to date.
- Injured and incapable skaters must keep the Training Coordinator and First Aid Officer informed of any injuries or illnesses sustained inside or outside of skating, and in failing to do so, skate at their own risk. Information will be kept confidential unless the skater approves that members can be made aware of their illness or injury.
- Providing relevant medical information to the Training Coordinator and First Aid Officer pertaining to the individual ability to participate in training and competition. A written doctors clearance must be provided for certain illnesses and injuries (including elective surgery) that may affect a skater’s ability to train or bout.
- In consultation with Training Coordinator and First Aid Officer, injured and incapable skaters should be given the opportunities to participate at an agreed and comfortable level provided they have appropriate medical clearance.
- Respecting your League mates. Injuring another skater when you’re not fit to participate will not be tolerated.

- Members will not participate in any training, scrimmage, bouts or events under the influence of alcohol or illicit drugs.

1.3 Fostering a strong league ethos and practicing good sportpersonship

All members should have a **strong League ethos** and should practice **good sportpersonship** at all times. As a member, you must;

- Play by the rules. Never argue with an Official. If you disagree, ask your team captain to deal with the matter. If the issue takes place during ECDD training, then please direct your queries to your Coach.
- Control your temper. Verbal abuse of Officials or other athletes, deliberately distracting or provoking an opponent is not acceptable or permitted in our sport.
- Work to educate yourself about the game and play fairly and respectfully.
- Work with your Coaches and teammates to develop team skills and emphasize team play over personal accomplishments.
- Cooperate with Coaches, teammates, and Officials. Without them there would be no roller derby.
- Endeavour to create a positive and fun environment for your League mates.
- Strive to be a role model for your League mates. Refrain from using unsuitable language, or inappropriate gestures.
- Discuss any questions, concerns or problems openly and rationally using the correct channels.

2 SKATERS CODE OF CONDUCT

In addition to abiding by the 'all-members' code of conduct, skating members must also:

- Work equally hard for themselves, their team and their League.
- Treat all players as they themselves would like to be treated.
- Meet all rules knowledge and skills requirements as set out by ECDD before they are able to scrimmage, bout or attend training sessions at a higher level than their assessed ability.
- Not put themselves in the position of skating above their assessed ability in regards to contact drills or scrimmaging activities, nor should they be engaged in such activities without the appropriate supervision and direction.
- Should respect the opinion of the Training Coordinator and Coach/es in regards to their individual capacity to train at certain levels, be allocated to teams or be selected to play in bouts.
- Discuss questions, concerns and problems openly and rationally. To respect the Officials and their authority during games and never question, discuss or confront Coaches at the track (instead, arrange to speak at an agreed time and place and in a calm and reasonable manner).
- Treat all other Skaters, Officials, Coaches and Committee Members with respect.
- Respect the opinion of the Training Coordinator and/or Coach/es in regards to their individual capacity to train or play at certain levels as per the Rules and Regulations of ECDD when returning from a leave of absence, illness or injury.
- Make attendance, as per the Rules and Regulations of ECDD.

2.1 Training conduct for skaters

Disrespectful behaviour during training will not be tolerated. Skaters who are consistently disrespectful or disruptive will be asked to leave the training session and will be given a warning by the club president/training coordinator. Disrespectful behaviour includes (but is not exclusive to):

- talking over or interrupting the coach whilst they are talking or demonstrating drills (questions are encouraged, but please wait until your coach has finished talking before asking);
- being disruptive or socialising excessively during the training session (socialising can be done BEFORE or AFTER training);
- ignoring your coach or referee's safety cautions;
- leaving the immediate vicinity of the track and courts **unnecessarily** without first informing your coach (this is a safety issue, as the coach needs to be accountable for all the skaters and their whereabouts at all times in case of emergency);
- displaying bullying-type behaviour to fellow skaters or the coach/es (please refer to our Rules and Regulations document in regards to our policy on bullying).

2.2 Game day conduct for skaters

Players who cannot control their temper or conduct themselves in a positive manner will be given ONE verbal warning by the Coach and/or Captain(s). If the player continues after being given a verbal warning they will be expelled immediately for the remainder of the bout. Said player will also have to write a letter of apology to her league as well as the opposing league if applicable.

3 COACHES CODE OF CONDUCT

All coaches at ECDD (including visiting non-member and guest coaches) MUST:

- Serve as role models for the behaviors that is expected of an ECDD member, adhering at all times to the Code of Conduct, Rules and Regulations, Constitution, and various ECDD Policies and Procedures.
- Uphold a duty of care at all times for their skaters, placing skaters' safety and wellbeing above all other concerns.
- Be reasonable in their demands on an athlete's time, energy and enthusiasm.
- Teach athletes that the rules of the sport are mutual agreements, which no one has the right to break.
- Whenever possible, group athletes of similar skill level to give optimal chances of success.
- Avoid 'over coaching' better performing athletes or being dismissive to less-skilled skaters – all athletes at ECDD deserve equal time.
- Understand that it is the Coaches responsibility to promote sportspersonship and safety on the track. At skating events, including practices and bouts, decisions that impact the safety and play of any League member are to be made at the discretion of the Coach and the Head Referee.
- Foster and encourage respect for the ability of the opponents as well as for the judgment of Officials and other Coaches.
- Follow the advice of members' physicians when determining when an injured athlete is ready to recommence training and competition, and at what level.
- Commit to keeping themselves informed of sound coaching principles and innovative coaching techniques.

- Make a personal commitment to read and fully understand the most current WFTDA rule set.
- Not denigrate the methods, skills or abilities of fellow Coaches or the sport of roller derby in favor of other skating based sports or techniques.
- Not abuse the position of Coach to garner favors for personal gain, or solicit students or members for training outside of the League sanctioned training.
- Inform the Training Coordinator/ Head Coach / First Aid Officer or an Executive Committee Member of any physical disability, injury or illness that may affect their coaching ability or the safety and/or welfare of themselves or other League members. Information will be kept confidential unless the Coach approves that members can be made aware of their illness or injury.
- Agree to consult the Training Coordinator, or one or more Coaches, Safety Officers and/or Executive Committee Members before making decisions that impact the safety of play of any League member wherever possible.
- Handle violations of the League's Code of Conduct according to current disciplinary actions.
- Follow the most current established routines and standard practices when preparing training sessions and coaching ECDD skaters.
- Submit training session plans to the Training Coordinator prior to the commencement of the session.

4 REFEREES AND OFFICIALS CODE OF CONDUCT

Referees and Non Skating Officials (NSOs) are unique entities in roller derby. Even though they do not participate in the same manner as the roller derby players, it is vital that they maintain a high level of knowledge regarding roller derby rules and regulations, and Referees must maintain a high level of skating skill. In order to do this, Referees and NSO's must regularly participate in practices, meetings and other derby related activities.

- ECDD shall be the primary authority for the Officials who sign this document. Officials may participate in practices, scrimmages and bouts with other Leagues, as long as it does not compromise the growth and reputation of ECDD and its volunteer staff. Officials may only participate in other League practices scrimmages and bouts with the Head Referees permission.
- Referees will attend practice with all required equipment including stripes (as earned), wrist guards, elbow pads, kneepads, helmet and whistle.
- Ensure that equipment and facilities meet safety standards and are appropriate.
- Officials will uphold the Leagues interpretations and implementations of all rules, regardless of their own opinion and interpretation.
- Officials will perform their assignments at bouts or practices, regardless of preference. Assignments are not open to negotiation and refusal or abandonment of post will be subject to disciplinary review.
- Officials will maintain a 'united front' whether during practice or at a bout. They shall not argue with each other in front of the skaters or speak in a disparaging manner about another Official to skaters or staff at any time.
- Officials will be respectful, objective, constructive and upstanding at all times.
- Officials will encourage and compliment all participants on their efforts, positively promoting and fostering an environment conducive to learning.
- Be consistent, and objective in calling all infractions.

- Condemn unsporting behavior and promote respect for all participants.
- Make a personal commitment to keep yourself informed of sound officiating principals, and learning the rules as set out by the most current WFTDA Official Rules Document.
- Must not abuse the position as an Official or Referee to garner favors for personal gain.

Referees are also responsible for:

- **Safety.** It is their responsibility to keep all players' Officials and spectators safe from harm. Safety gear checks will performed on all skating derby players prior to every scrimmage and bout. The Head Referee for each scrimmage or bout will determine what jewelry will be allowed for the skaters to wear during game play.
- **Impartiality.** It is the Referee's responsibility to execute calls based on rule infractions objectively and fairly. Focusing penalty calls on one player or one team (or conversely, intentionally avoiding calls) projects favoritism, is unprofessional and should not be tolerated.
- **Professionalism.** Referees must project professionalism in their verbal and physical actions on and off the rink during practice and at bouts. The actions of one represents the actions of us all. Any actions that may be deemed unprofessional will not be tolerated.
- **Derby skaters will respect Referee calls during scrimmages and bouts. Similarly Referees will respect the rules set forth by Coaches and Captains during skating practices and scrimmages. Examples of these include, but are not limited to: Referee use of mouth guards, restrictions on Referee whistle use, and restriction of any other actions that may distract from proper training and coaching of practice participants.**
- **Skill Level.** Skating Officials will not refer to themselves as ECDD Referees until they have completed the criteria outlined in the ECDD Referee Rules and Regulations. This includes meeting all rules knowledge and skills requirements as set out by ECDD before they are able to scrimmage, bout or attend training sessions at a higher level than their assessed ability.
- **Training.** Referees who have missed training due to leave of absence, illness or injury must respect ECDD and the opinion of the Training Crew in regards to their individual capacity to train or play at certain levels as per the Referee Rules and Regulations of ECDD.
- **Attendance.** Referees will be required to make attendance, as per the Referee Rules and Regulations of ECDD.
- **Approval.** Visiting Referees are not permitted to participate in derby skater practices without contacting and obtaining approval from the Head Referee and the Host League designated representative.

5 EXECUTIVE COMMITTEE CODE OF CONDUCT

The Committee is required to share all public information with ECDD members and the public. However the Executive Committee is prohibited from disclosing/discussing confidential material with ECDD members and the public.

Once an Executive Committee Member leaves their position on the Executive Committee for whatever reason, the former Executive Committee Member is required

to keep the information learned while a member of the Executive Committee confidential.

All members of the Executive Committee shall be scrupulous in avoiding a conflict of interest with regard to ECDD's interests. A 'conflict of interest' exists whenever an individual's private interests interfere or conflict in any way (or even appear to interfere or conflict) with the interests of the League.

Executive Committee Members must:

- Participate and fulfill their duties as set out by the Executive Committee. In the event that the Executive Committee recognizes another member is not fulfilling their duties, said Executive Committee Member will go under review by the Executive Committee. Failure to meet requirements will result in removal from the position.
- Understand and respect confidentiality and privacy laws.
- Dedicate a relative amount of time each week to the position.
- Involve all ECDD members in the planning, leadership, evaluation and decision making related to the League wherever possible.
- Ensure that equipment and facilities are safe and appropriate to the ability levels of participating members.
- Ensure that qualified and competent Coaches and Officials capable of developing appropriate positive behavior and skills technique provide adequate supervision.
- Distribute and enforce the Code of Conduct, Policies and Procedures, and Rules and Regulations to all members.
- Respect the roles of the Executive Committee as elected, and work within the guidelines of these positions except where requested by the Executive Committee or an individual as elected or appointed to an Executive Committee position.
- Not abuse the position within the Executive Committee to garner favors for personal gain.
- Monitor the performance and management of the League.
- Ensure an effective system of internal controls and policies exist, and to monitor the progress and results associated with these functions.
- Give direction to the League and accept initial responsibility for its management.
- Create new policies in accordance with the rules of association and its bylaws in compliance with all relevant laws.
- Attend all meetings of the Executive Committee or Sub Committees to which they are elected to the best of their ability.
- Be dependable, which includes being on time, following through on commitments made, and giving plenty of notice if unable to meet any or all of their obligations and commitments with the League.
- Ensure interleague communication is to be undertaken by the Executive Committee. All correspondence regarding ECDD related matters is to originate from the official ECDD email account and not from members' personal email accounts.

6 SPECTATORS CODE OF CONDUCT

- Demonstrate appropriate social behavior by not harassing athletes, Coaches or Officials, smoking in the venue or being intoxicated during training sessions.

- Spectators (patrons on the premises not actively a member or holding a position on the Executive Committee) must behave in a respectful manner to both person and property. Behavior that could lead to intentional or unintentional bodily injury or to property will not be tolerated.

7 CHILDREN AT TRAINING AND EVENTS

- Children are permitted to attend training sessions on the proviso that they demonstrate an understanding of the safety aspects of not being permitted on or near the track for the duration of the training session.
- Children in the venue during a training session or bout are at all times the responsibility of their parent or carer, and can only be brought to training or bouts under the understanding that they attend at their own risk.
- ECDD will not be responsible for any injury sustained by a child due to roller skating activities, or accidents on the premises due to a child's actions under the 'supervision' of their parent/carer.
- Should any child endanger the safety of League members, or pose a consistent danger to themselves, they may be asked to cease attendance.

8 SUPPORTING DOCUMENTS

The following supporting documents can be found on our website, as well as in the Files section of our Skaters Facebook group page:

- ECDD Rules and Regulations
- ECDD Constitution
- ECDD Bullying Policy and Procedure
- ECDD Sexual Harassment and Victimisation Policy and Procedure
- ECDD Child Protection Policy
- Skate Australia Member Protection Policy
- WFTDA: The Rules of Flat Track Roller Derby (December 1, 2017)

9 ACKNOWLEDGEMENT AND ACCEPTANCE OF CODE OF CONDUCT

In general, members of ECDD should work towards portraying the organisation in a positive light. Be yourself, be unique but please be mindful that your actions when engaged in roller derby or an affiliated event will reflect on ECDD and roller derby as a whole. As stated in the mission statement our aim is to promote roller derby as a legitimate roller sport and to be portrayed to the public as doing such.

By accepting membership to ECDD you accept and are bound by this code of conduct, ECDD constitution, and all supporting ECDD policies and procedures.