

## Holt Challenge Code of Ethics

1. Respect the rights, dignity and worth of every human being.	<ul style="list-style-type: none"> <li>• Within the context of the activity, treat everyone equally regardless of race, gender, disability, sexual orientation, age or religion.</li> </ul>
2. Respect the Company and the Sport.	<ul style="list-style-type: none"> <li>• Do not slander the Committee, its Directors, employees or volunteers.</li> <li>• Maintain confidentiality when required. This refers to Board meetings, committee meetings, NSO Office, Tournament Rooms and any areas where the business discussed requires confidentiality.</li> <li>• Refrain from comments on electronic mediums that do not enhance the Company or the Sport. This refers to Egroups, chat-lines etc.</li> </ul>
3. Uphold the Policies and Rules of the Darrell Holt Restricted Challenge	<ul style="list-style-type: none"> <li>• Staff, Consultants, Officials and bowlers are expected to be familiar with the Policies and Rules of Darrell Holt Restricted Challenge.</li> <li>• All documents are available on the Web Site, <a href="http://www.holtchallenge.org.au">www.holtchallenge.org.au</a></li> </ul>
4. Provide a pleasant and safe sporting environment.	<ul style="list-style-type: none"> <li>• Holt Challenge Inc. is committed to having a loyal group of employees and volunteers who provide a sporting environment in which the principles contained in the Code of Ethics are respected and promoted.</li> </ul>
5. Refrain from any form of personal abuse towards officials, staff, consultants, volunteers, bowlers and spectators.	<ul style="list-style-type: none"> <li>• This includes verbal, physical and emotional abuse.</li> </ul>
6. Refrain from any form of harassment towards officials, staff, consultants, volunteers, bowlers and spectators.	<ul style="list-style-type: none"> <li>• This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability.</li> </ul>

### PROCEDURE AND PENALTIES

Any person contravening this Policy will be subject to the following action being taken at the time of the infraction:

First Infraction:                   The offender will be given an official verbal warning.  
 Second Infraction:               A YELLOW CARD will be shown.  
 Third Infraction:                 A RED CARD will be shown.

The penalty for a third infraction is:

- i)     **For a competitor:**  
 Disqualification for the remainder of the Tournament or that session of League bowling and a possible suspension from future competitions. The League or Tournament Committee must convene at a convenient time within 24 hours of the RED CARD being shown to discuss the need for further action to be taken under Chapter 5.
- ii)    **For an Office Bearer:**  
 Immediate removal from the position held. The Organisational Body that the officer is associated with must convene a hearing as soon as possible following the infraction to investigate the infraction and discuss the need for further action to be taken.
- iii)   **For a Team Official (Coach, Manager etc):**  
 Immediate removal from the position held. The Organisational Body that the officer is associated with must convene a hearing as soon as possible following the infraction to investigate the infraction and discuss the need for further action to be taken.
- iv)    **For a Registered Bowler not involved in the event:**  
 The Association/Registered bowling centre that the person is Registered with will be advised of the infraction and they must convene a hearing as soon as possible following that advice to investigate the infraction and discuss the need for further action to be taken.
- v)     **For a non Bowler not involved in the event:**  
 Centre Management and/or Tournament Officials should ask the offenders to leave the location. If the person refuses, put the matter into the hands of the Police and ask them to remove the offender.

In each of the clauses shown above, a detailed report must be submitted to the Holt Challenge Inc Chairman. Holt Challenge Inc Committee reserves the right to carry out its own investigation and impose any penalty deemed necessary in addition to any Centre or Association penalties imposed.

### Holt Challenge Code of Ethics Agreement Form

Submission of this Agreement Form is mandatory for Zone Committee members, zone team members including Managers, Coaches and any other officials.

I, \_\_\_\_\_

Of, \_\_\_\_\_

\_\_\_\_\_ Post Code: \_\_\_\_\_

***Declare that;***

1. I agree to abide by the Code of Ethics printed overleaf.
2. I acknowledge that disciplinary action may be taken against me if I breach the Code of Ethics.
3. I acknowledge that disciplinary action may include my removal from any office held and/or disqualification/removal from any team or squad or event.

\_\_\_\_\_  
Signature (If under 18, parent / guardian signature) \_\_\_\_\_ / / \_\_\_\_\_  
Date