



Melbourne Spectres Basketball Club - Code of Conduct

Melbourne Spectres Basketball Club is dedicated to a safe, inclusive, welcoming, and harassment-free Basketball experience for everyone. All attendees, speakers, sponsors, club members, volunteers and any other participants at Melbourne Spectres Basketball are required to abide by the Melbourne Spectres Basketball Club Code of Conduct (CoC) at all events as well as, but not necessarily limited to:

- In-person during the Basketball training or competition associated with Melbourne Spectres
- All and any interactions on and off the court environment at Spectres events
- Social events hosted or sponsored by Melbourne Spectres Basketball Club and/or it's sponsors
- Post-event gatherings

Need Help?

If you witnessed or experienced harassment at Melbourne Spectres Basketball, notify one of the CoC contacts. Please report violations of our community's Code Of Conduct to us at Melbournespectres@gmail.com;

The CoC contacts are:

Andrew Bondini, 0418 862 621, Melbournespectres@gmail.com

Melissa Witschel, 0425 776 017, Melbournespectres@gmail.com

The event organisers who have access to the contact email address are:

Andrew Bondini, Bryan Wan, Phill Richards, Ryan Mitchall & Melissa Witschel

If you would like to share any event issues with the Melbourne Spectres Basketball Club committee, please contact them at Melbournespectres@gmail.com. Sharing reports of incidents that occurred at your event helps the club identify potential patterns of behaviour that may have impacts beyond our local group or community.



About this Code of Conduct

Melbourne Spectres Basketball Club is a club that brings together the LGBTQI+ community, friends, supporters and allies who want to make a difference to the local community and the Melbourne Spectres Basketball Club. Melbourne Spectres Basketball Club is dedicated to providing a safe, inclusive, welcoming, professional, harassment-free event experience for everyone regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which the event is being held. This Code of Conduct ensures we collectively create this kind of experience. This document expresses the behaviours we expect at our events, what is unacceptable behaviour, how we address unacceptable behaviour, and how to ask for help if needed.

All participants, including attendees, organisers, speakers, sponsors, club members, fill-in players, volunteers and event staff are required to abide by this Code of Conduct. CoC contacts, Melbourne Spectres Basketball Club volunteers and staff, and/or their designated representatives will enforce this code throughout the event. We expect cooperation from all participants to help ensure a safe environment for everyone.

Expected Behaviour

All event participants are expected to behave in accordance with professional standards, this Code of Conduct, applicable laws, and to the extent not contrary to the above CoC, appropriate behaviour.

We are considerate

Basketball is an event that attracts diverse people from a wide variety of ethnic, cultural, gender and religious backgrounds. We acknowledge that cross-cultural communication can often be complicated and encourage everyone to consider the impact of their words and actions on those with different backgrounds and experiences.



We are welcoming

One of the greatest strengths of the Melbourne Spectres Basketball Club community is our inclusiveness. Making all participants feel welcome and included at Melbourne Spectres Basketball event is everyone's job.

We are respectful

All participants should strive to treat each other with dignity and respect, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which the event is being held.

We are collaborative

If and when misunderstandings occur, we encourage people to work things out between themselves where this is practical. Where support is beneficial to achieve this, participants agree to ask for help. People are encouraged to take responsibility for their words and actions and listen to constructively-presented criticism with an open mind, courtesy, and respect. If people do not feel able to work out an issue between themselves, they are encouraged to seek advice of a third party to help mediate.

To get help mediating you may contact one of Melbourne Spectres Basketball Club's CoC contacts listed earlier in this document.

We lead by example

Anyone who represents the Melbourne Spectres Basketball Club, officially, informally, or otherwise, is a leader in our community. At Melbourne Spectres Basketball Club, leadership roles include, but are not limited to the organising team, club committee, and presenters. Leadership is not an award, right or title; it is a privilege, a responsibility, and a mandate. As



leaders, they must represent the best version of the Melbourne Spectres Basketball Club community in what they say and do.

Unacceptable Behaviour

We do not tolerate harassment and keep our events a harassment-free zone for our attendees. Harassment will not be tolerated in any form, including but not limited to harassment based on gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or any other status protected by laws in which the event is being held. Any report of harassment at Melbourne Spectres Basketball will be addressed immediately. Harassment includes, but is not limited to:

- Verbal comments or imagery that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion and any other status protected by laws in which the event is being held
- Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment
- Abusive, offensive, or degrading language or imagery
- Language or imagery that encourages, glorifies, incites, or calls for violence, emotional, or physical harm against an individual or a group of people
- Intimidation, stalking, or following
- Harassing photography or recording
- Sexual imagery. At a minimum, no images containing nudity or expressions of sexual relationships that might be deemed inappropriate for a public environment should be used. In addition, participants should consider local societal customs of the hosting country when deciding what is deemed appropriate for a business environment
- Sustained disruption of talks or other events
- Unwelcome sexual attention or advances or physical contact
- Advocating for, or encouraging, any of the above behaviour



Sponsors should not use sexualised images, activities, or other material. Speakers should not use sexual language, images, or anything that would constitute harassment as defined above in their presentations.

For in-person events:

- No weapons of any kind are permitted at Melbourne Spectres Basketball Club events
- No illegal drugs are permitted at Melbourne Spectres Basketball or Train & Plays or any club events

Consequences of Unacceptable Behaviour

Unacceptable behaviour from any Melbourne Spectres Basketball participant will not be tolerated. If a participant engages in unacceptable behaviour, CoC contacts, Melbourne Spectres Basketball Club volunteers and committee, and/or designated representatives of the venue may take any of the following actions they deem appropriate, up to and including a temporary ban or permanent expulsion from the event/future events without warning and without refund.

These actions may include, but are not limited to:

- A warning to cease their behaviour and that any further reports will result in further actions
- Removal from Melbourne Spectres Basketball or any club events, with no refund
- Not being allowed to attend future Melbourne Spectres Basketball Club events for a period of time or indefinitely
- Revocation of leadership roles related to Melbourne Spectres Basketball Club events for a period of time or indefinitely
- Reporting behaviour to the applicable authorities



What To Do If You Witness Or Are Subject To Unacceptable Behaviour

If you feel threatened or violated as a result of intimidating, harassing, abusive, discriminatory, derogatory or demeaning conduct, please immediately notify a CoC contact, event volunteer or staff member listed earlier in this document. Likewise, please immediately notify us if you notice that someone else is being subjected to such behaviour.

We're all in this together

We have an amazing community and this Code of Conduct is designed to continue and strengthen our ability to safeguard and foster our event attendees and our members' wellness while encouraging the community's growth in a safe, productive and welcoming place by providing clarity and expectations around our appropriate behaviour and responsibilities. Parts of this Code of Conduct are derived from best practices used in other open-source projects' Codes of Conduct, including:

- Linux Foundation
- Ubuntu OS Feels
- Ada Initiative
- Geek Feminism

The Melbourne Spectres Basketball Club Code of Conduct is largely based on the DrupalCon Code of Conduct, and is licensed under a Creative Commons Attribution 3.0 Unported License (<http://creativecommons.org/licenses/by-sa/3.0/>) and is available for others to use and adapt for their own events.

This Code of Conduct is binding and should be read in conjunction with other club policies.