

BASKETBALL NSW

STATE TEAMS HANDBOOK

POLICY

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State Teams Handbook Policy

1. Area of responsibility

CEO
High Performance

2. Date last updated

13 August 2019

3. Policy Number

POLAD 008

4. Introduction

Basketball NSW (BNSW) would like to welcome you to the State Team program. The main objective of this handbook is to provide Head Coaches, Assistant Coaches, Managers, Athletes & Parents and Families of the athletes with a clear outline of the policies and procedures of how the NSW State team Program operates.

5. Inclusion

BNSW is committed to doing everything under its control to having all members of the community involved in every aspect of our sport. We actively seek and encourage participation in every role that Basketball has to offer regardless of race, religion, disability, gender or age.

Inclusion incorporates:

- a) Knowledge and understanding of:
 - i. Disability
 - ii. Culturally and Linguistically Diverse Communities (CALD)
 - iii. Indigenous and Torres Strait Islander
 - iv. Women and Girls;
- b) The provision of programs and events for all populations of the community as part of the everyday business and activities undertaken by BNSW;
- c) Putting into action the BNSW Inclusive Basketball Strategy;
- d) Strengthened capacity of BNSW's organizational knowledge and understanding of inclusion through change management principles and practices.

6. Background

BNSW sends Men's and Women's state representative sides annually to compete at the Australian Junior Championships (AJC) run by Basketball Australia (BA).

There are five AJC tournaments each year attended by the states and territories nationally, these are:

- Under 16 Australian Junior Championships;
- Under 18 Australian Junior Championships including the Kevin Coombs Cup for wheelchair athletes;
- Under 20 Australian Junior Championships in conjunction with the Ivor Burge National Championships (for athletes with an intellectual disability)

Basketball NSW sends Country and Metropolitan teams (Women's & Men's) to the U16, U18 & Ivor Burge AJCs. BNSW also sends one combined Women's and one combined Men's team to the U20 AJC. This provides our athletes with the opportunity to compete at the highest national level. The selection panel select the athletes from open trials based on the geographic location of where the athletes are living and playing within the NSW Country & Metropolitan boundaries in accordance with the Eligibility for BNSW State Junior Teams policy.

7. BNSW Roles

Prior to the commencement of the tournament BNSW will:

- Advertise all coaching & manager (Team Staff) positions
- Announce the appointments of all the respective Team Staff positions
- Secure advanced bookings for appropriate travel
- Secure advanced bookings for appropriate accommodation
- Secure appropriate transport for team travel during the tournament
- Support all team staff through administrative support
- Submit necessary paperwork with Basketball Australia and tournament organisers
- Keep BNSW website and social media platforms updated with all relevant information
- Send the General Manager Coaching and Development and/or Country/Metro High Performance Coach to AJC to provide support for the Team Staff

8. BNSW State Team Objectives

- To identify athletes that display the character traits and athletic ability to be able to represent NSW at an Australian Junior Championships
- To identify coaches that display the character traits and ability to be able to represent NSW at an Australian Junior Championships
- To assist both athletes and coaches in their development toward competing at an elite level.
- To consistently field competitive teams at a National level

Selection Process for Athletes

9. Eligibility for Selection

- Athletes must be a current registered member of BNSW, either through their association or directly with BNSW
- There should be no outstanding monies between the athlete and BNSW or the athlete should be on a payment plan, with payment made on agreed dates
- Athletes must register for the trials and pay the appropriate trial fee
- Athletes must attend the trial day

Country v Metro

- Principal eligibility will be determined by the location of the family home.
- If a player is attending school in the metropolitan area, his/her eligibility will be determined by the location of the family home.
- In the case of a “split” family situation, residential status is to be based on the location of the family home with whom the player lives the majority of the time.
- If the location of the family home changes within three months of the start of the relevant championship, the residential status will be based on the location of the previous family home.

In special circumstances, exemptions from the above requirements may be granted. Any exemption must be applied for in writing, addressed to the BNSW General Manager Coaching and Development. All requests will be considered by BNSW in its sole discretion.

Athletes at Boarding School

As per Basketball Australia’s ruling *‘if a player is attending school out of their home state or home area, that the player in question can try out for where they play most of their Basketball. The ruling is that they must be playing with the State for at least 3 months prior to a National Championship.’*

Inability to trial

If for any reason an athlete is unable to attend the Selection Trial, he/she must submit a “request for special consideration” form (see appendix) to the BNSW General Manager Coaching and Development for special consideration. The BNSW General Manager Coaching and Development will consider the request in conjunction with the State Team Head Coach. Eligibility for special consideration will be reviewed on a case by case basis. Any application for special consideration relating to injury or illness must be accompanied with a doctor’s certificate.

10. Selection Criteria

To be selected for the State Team Program athletes must display elements of the following:

- Outstanding potential to compete successfully at the national level
- Athletic ability e.g. speed, height, quick hands and strength
- Desire to become an elite player
- Potential to be socially compatible and display a sense of “team ethic” within a group
- Demonstrated attitude to become an exceptional basketball player
- Be highly receptive to coaching
- Demonstrated desire to succeed not only in basketball, but in educational, vocational and personal life
- Outstanding desire and commitment to working hard at improving mental, physical and basketball skills

11. Selection Process

Selection will be determined through:

- Observation & evaluation of the athletes at BNSW open State Team Trials
- Observation & evaluation of the athletes at BNSW programs
- Observation at BNSW Development Tour events/High performance camps
- Observation & evaluation of athletes at BNSW competitions
- Selection of reserve players – and process of utilising these athletes clearly articulated re the selection criteria process

Injury or Illness

If injury or illness arises during a BNSW State Team’s preparation, the athlete in question must seek a medical clearance from either a Sports Doctor or Physiotherapist and pass a fitness test from the Head Coach and General Manager Coaching and Development. This clearance needs to occur two (2) weeks prior to the respective Australian Junior Championships. If the athlete is not able to gain a clearance, they will be replaced by a reserve who has been training in the relevant Basketball NSW State Team Program.

Permission for Release of Athletes from Basketball NSW State Team Training Commitments

Athletes involved in Basketball Australia programs, Institute of Sport programs, or scholarship holders with the NBA Global Academy and the Basketball Australia Centre of Excellence will give priority to these programs when they clash with Basketball NSW State Team program training. The Head Coaches of the identified programs may agree to release their athletes to the State Team program if they are approached. State Team Head Coaches should negotiate as early as possible with the Head Coaches of the identified programs to ensure maximum availability of athletes in these programs for training with the relevant State Team program.

With regard to Association and school commitments, State Team coaches should establish open communication lines with coaches early in the process so that no undue pressure is put on State Team members to have to choose between the two.

12. Selection Panel

The selection panel should consist of the following:

- Head Coach
- Assistant Coaches
- BNSW General Manager Coaching and Development
- BNSW High Performance Coach (Country and/or Metro) and/or Independent Coach as appointed

The Head Coach, in conjunction with the selection panel will be responsible for the selection of the final ten (10) athletes and five (5) reserves at the end of the selection process. The BNSW General Manager Coaching and Development will have the authority to endorse all selections.

Selections will be announced on the BNSW website & social media.

13. Athlete Code of Conduct

Athletes involved within a BNSW State Team agree to participate and abide by the following code of conduct:

- Respect the privacy, rights and dignity of fellow athletes, coaches, officials and spectators, as it applies on and off the court
- Conduct yourself in a respectful manner relating to all aspects of behaviour and competition
- Care for, respect and wear with pride all official NSW attire provided to me as part of my involvement in the program;
- Be appreciative of and co-operate with all coaches and staff involved in my development
- Be honest with all coaches and staff concerning illness or injury
- Understand that participation in any particular game will be at the discretion of the HC
- Play by the rules and spirit of the game
- Appreciate and respect the tradition of NSW State teams and those that have come before me
- Work hard to leave a positive legacy of my own

14. Athlete Expectations

Commitment

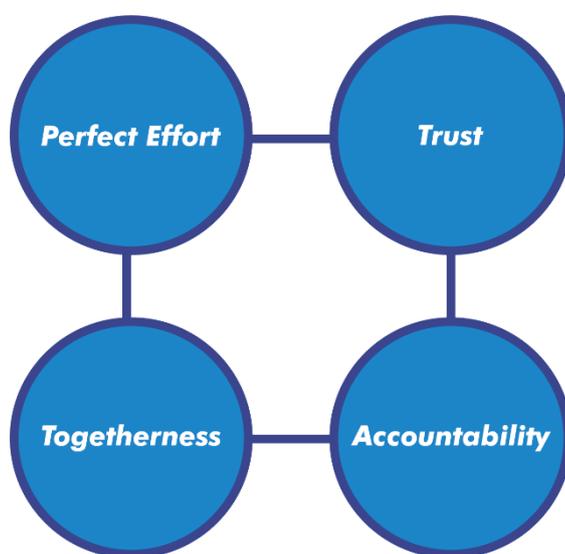
Once selected into a BNSW State Team, athletes must make themselves available for all sessions. If an athlete is unable to attend for any reason, he/she must write to the BNSW State Teams Administrator for special dispensation. The General Manager Coaching and Development in conjunction with the relevant State Team Head Coach will consider the request. Situations of other sport commitments will not be considered as a legitimate reason for dispensation.

State Team members should understand the importance of prioritizing their training/playing commitments so that their preparation is not compromised.

Reserves

The five (5) reserves will be required to train with the team throughout the team's preparation and must make a commitment to complete this training. The reserves are not to be listed in any preferential order. The reserves will not travel to the Championships. If one of the ten (10) athletes is injured, one of the reserves may be called upon to fill this vacancy and will in such circumstances be required to attend the relevant Australian Junior Championships.

OUR VALUES



Selection Process for Coaches

15. Head Coach

I. Essential Criteria

- Must be a current registered member of BNSW, either through their association or directly with BNSW
- Must hold a current Association Coach Accreditation (or have the ability to obtain in the near future)
- Must hold a current Working With Children Check clearance.
- Must complete the *Play By The Rules* online training (www.playbytherules.net.au) upon their appointment. Evidence of completion is to be submitted.
- Must understand the core values and principles of Basketball NSW and agree to abide by the Basketball NSW Code of Behaviour for Coaches, Officials and Support Staff.
- Proven experience and a proven record of success at the elite junior level.
- Have a sound knowledge of State and National junior structures and philosophies.

II. Roles & Responsibilities:

- Responsible for the safety, security and wellbeing of the players
- Complete all paperwork required by BNSW and BA in a timely manner and uphold the conditions and rules prescribed.
- Represent the State of New South Wales and BNSW with professionalism at all times, on and off the court.
- Ensure that the team is well prepared, organised and that the Head Coach is a well-respected role model for our elite athletes.
- Consult with the General Manager Coaching and Development to plan out the team's preparation.
- Consult with the BNSW High Performance Coaches to ensure the team structure is in line with Basketball NSW and Basketball Australia's style of play.
- Attend a minimum of one SPP camp each year and/or have an active involvement in the SPP.
- Maintain an interest in the BNSW D-League.
- Availability to coach in BNSW Development Tours (AJCBC/SCC/ECC) if required.

III. Selection Process of Head Coach:

- Call for Expressions of Interest for the position
- BNSW Coach Expression of Interest Review Panel meet to short-list applicants for interview (if required)
- Applicants interviewed (maximum of three for each team to be interviewed)
- CEO to sign off on recommendations
- Successful & unsuccessful applicants advised
- Announcements made on BNSW website and social media platforms

16. Assistant Coaches

I. Essential Criteria

- Must be a current registered member of BNSW, either through their association or directly with BNSW
- Must hold a current Club Coach Accreditation
- Must hold a current Working With Children Check clearance.
- Must complete the *Play By The Rules* online training (www.playbytherules.net.au) upon their appointment. Evidence of completion is to be submitted.
- Must understand the core values and principles of Basketball NSW and agree to abide by the Basketball NSW Code of Behaviour for Coaches, Officials and Support Staff.
- Actively coaching in Association, club, school and/or BNSW Development Programs

II. Roles & Responsibilities:

- Responsible for the safety, security and wellbeing of the players
- To assist the selected Head Coach in all facets of the State Team program, including; selection of athletes, practice and camp planning, recovery and game preparation and scouting.
- Complete all paperwork required by BNSW and BA in a timely manner and uphold the conditions and rules prescribed.
- Represent the State of New South Wales and BNSW with professionalism at all times, on and off the court to ensure that the Assistant Coaches are well respected role models for our elite athletes.

III. Selection Process of Assistant Coach:

- Call for Expressions of Interest for the position
- Expressions of Interest close and applications are reviewed by the General Manager Coaching and Development
- General Manager Coaching and Development consults with the Head Coach before selecting two Assistant Coaches per team.
- CEO to sign off on recommendations
- Successful & unsuccessful applicants advised

17. Managers

I. Essential Criteria

- Must be a current registered member of BNSW, either through their association or directly with BNSW
- Must hold a current Working With Children Check clearance.
- Must understand the core values and principles of Basketball NSW and agree to abide by the Basketball NSW Code of Behaviour for Coaches, Officials and Support Staff.
- Proven ability to manage a budget and with particular attention to detail on financial matters.
- High level logistical skills required to organise and co-ordinate appropriate training camps, tours and Championship requirements.
- Current drivers licence.
- Be extremely organised and be able to provide disciplinary action where required.
- Provide leadership and management skills away from the basketball court, work closely with the BNSW State Teams Administrator and as part of a team.
- Act as the team conduit among the various stakeholders which include athletes, parents, team officials, BNSW State Teams Administrator and General Manager Coaching and Development, Basketball Australia and the host venue.

II. Roles & Responsibilities:

- That the primary Duty of Care is for the safety, security and wellbeing of the players and the guardian of the athletes on behalf of the parents during the training and events.
- Complete all paperwork required by BNSW and BA in a timely manner and uphold the conditions and rules prescribed.
- Represent the State of New South Wales and BNSW with professionalism at all times, on and off the court to ensure that the Team Managers are well respected role models for our elite athletes.
- To assist & report to the General Manager Coaching and Development & Administrator on all facets of the State Team administration and preparation for tournament including; practice and camp bookings, travel plans, meal planning and accommodation
- Note: All court hire, camp and accommodation bookings and travel arrangements will be approved by and done through Basketball NSW
- Team managers are accountable to the CEO of BNSW.
- Are the **head of team delegation** when appointed.

III. Selection Process of Team Manager:

- Call for Expressions of Interest for the position
- Expressions of Interest close and applications are reviewed by the General Manager Coaching and Development
- General Manager Coaching and Development consults with the Head Coach before selecting one Team Manager
- CEO to sign off on recommendations
- Successful & unsuccessful applicants advised

18. State Team Official Vacancies

In the event of a State Team position becoming vacant, Basketball NSW reserves the right to directly appoint a replacement person without re-advertising the position. The decision will be made by the General Manager Coaching and Development in consultation with the State Team Coaching Selection Panel.

Process for Filling a Vacant Position

- a) resignation received by BNSW State Teams Administrator and confirmation sent to confirm receipt, or position terminated
- b) consultation with the Head Coach (if applicable)
- c) recommendation to and consultation with the State Team Coaching Selection Panel
- d) verbal confirmation of interest from recommended replacement
- e) decision made by the State Team Coaching Selection Panel
- f) decision communicated to the Head Coach (if applicable)
- g) confirmation of appointment through phone call and letter of appointment
- h) announcement of appointment posted on the BNSW website

Conflict of Interest

Applicants for the Head Coach or Assistant Coach must declare if they have a “Conflict of Interest” with any of the athletes who are eligible for selection in the age group and gender in which they are applying.

A conflict of interest is defined as a person who has a relationship with an athlete or group of athletes that may affect their ability to apply the athlete selection policy objectively and allocate court time appropriately at an Australian Junior Championships. A conflict of interest is determined as:

1. Being related by blood, or relationship (e.g. marriage, de-facto) to an athlete or athletes who are eligible for selection in the age group and gender in which the application is being made; or
2. Coaching a representative team in the same age group and gender that the application relates to; or
3. Having a personal relationship (e.g. a personal friend of the family) with an athlete or athletes in the age group and gender in which the application is made; or
4. Any other relationship which may be perceived to affect the ability of the Coach to apply the athlete’s selection policy objectively and allocate court time appropriately at an Australian Junior Championship; or
5. Having a basketball related business involving personal coaching or overseas tours.

Upon declaration of a conflict of interest, the following rules will apply:

1. The selection panel will take this into account when making selections.
2. If selected, the applicant will take no part in the selection of the player or players with whom there is a conflict.
i.e. If the coach has a conflict of interest, the General Manager Coaching and Development, BNSW High Performance Coaches and the Assistant Coaches will select the player(s) eligible for selection in the playing position with which the coach has a conflict.
3. Playing time – the Head Coach will determine the playing time for all players subject to direction from the Basketball NSW General Manager Coaching and Development and/or High Performance Coaches.

Failure to declare a Conflict of Interest will result in immediate disqualification from the selection process or if discovered after the appointment, immediate termination from the position.

19. Parents

BNSW understands how important the positive support of the athletes' parents is not only to the athletes but also to the team. BNSW requires the following assistance to ensure a beneficial experience is had from the tournament and lead up to the AJC's:

- Supporting your child and the coaching staff
- Ensuring your child is punctual for all team commitments
- Providing prompt payment of fees in accordance with invoices
- Encouraging your child to take responsibility for their performance
- Using good nutrition principles to improve your child's diet
- Providing a positive example of all aspects of behaviour and how to conduct themselves on and off the court
- Using positive phrases and don't coach your child, or other players, from the sideline
- Following the proper channels of communication, this will enable parents and coaches to work effectively together. In most circumstances, the Team Manager can address the concerns of a parent. However, on occasion, issues or concerns may arise that need to be discussed with the Head Coach. These may include:
 - Notifying well in advance of any schedule conflicts;
 - Notifying health issues concerning your child (the athlete)
 - Notification of any distractions that may be affecting your daughter's/son's athletic performance.
- Acknowledging that there are times when it may be difficult to accept your daughters/sons court time or playing position on the team. It is important to understand that the Head Coach will make judgment decisions based on what they believe to be best for all team members, team performance and the overall State program.

The following issues are not appropriate to discuss with a HC;

- I. Playing time
- II. Team Strategy
- III. Other Players
- IV. Players position on the team
- V. Any decision made by the coach relating to basketball performance.

20. Team Preparation

The team preparation must aim minimize the athletes' workload and travel. It must also have a minimal impact on the athletes' representative team commitments. The athlete welfare must always be a high priority in establishing team preparation schedules. State Team preparations must also be accommodating and supportive of the State Performance Program (SPP) and Developing Athlete Program (DAP) schedules and the Head Coach must consult with the BNSW High Performance Coaches to ensure the best possible outcome for the athletes.

Each State Team age group has a maximum number of hours of preparation allocated by Basketball Australia as a guideline to prepare for each respective Championships:

- 60 hours (U16 age group)
- 40 hours (U18 age group)
- 20 hours (U20, Ivor Burge and wheelchair age group).

The hours above are to be inclusive of on floor training time and practice games. BNSW endorses and supports these guidelines but will work with teams to ensure they have adequate preparation.

State Team trial days are not included in the number of preparation hours. Head Coaches must submit their training plan showing all planned training hours to the General Manager Coaching and Development as soon as draft plans are in place.

The structure for the preparation of the State Teams is as follows:

Country Teams:

- Camp based preparation including an open trial
- Possible Country/Metro camp where all the teams in the age group come together toward the end of the preparation. This camp will include:
 - Practice game against NSW Metro & possibly other states
 - Singlet presentation and official team dinner (optional)

Metro Teams:

- Weekly training sessions including open trials
- Possible Country/Metro camp where all the teams in the age group come together toward the end of the preparation. This camp will include:
 - Practice game against NSW Country & possibly other states
 - Singlet presentation and official team dinner (optional)

State Team coaches should not force any athlete to miss other training/playing commitments that do not conflict with State Team commitments.

21. Finances

Unavoidably, State Team selection requires a considerable financial investment. Each athlete will be required to pay a levy for attendance at the Australian Junior Championships. This fee is typically in the range of \$2800-\$3400 per player depending on location of the Championships.

Each selected athlete's invoice is inclusive of flights, accommodation, uniforms, food, ground transport, uniforms, team fees and registration and other associated costs for the week of the tournament. The costs of our volunteer Coaches and Team Manager are also incorporated into the invoice.

Basketball Australia equalizes all airfares to each AJC regardless of the location of the host venue. Therefore, each athlete is levied a set amount based on the average fare nationally even if the tournament is being held in NSW or ACT and air flights are not required.

To help prepare towards this, BNSW will provide an invoice, which is not finalised until approximately eight (8) weeks out from the AJC, once the Flight Equalisation has been finalised from Basketball Australia.

An appropriate team budget for food and expenses for during the week of the tournament is set by BNSW in consultation with the Team Manager and Head Coach and at the completion of the AJC, each team's budget is reconciled by BNSW and any monies leftover is refunded back equally to the involved athletes

- On selection, an invoice for the initial deposit will be provided to the athlete, payable within 30 days. This will go towards the cost of transport, accommodation, team fees and registration, and uniforms.
- After the tournament, a balance invoice will be issued to cover the flight equalisation from Basketball Australia.
- Any athlete who is unable to pay within the timelines, should contact the Basketball NSW finance department to discuss a payment plan.
- A payment plan will only be approved in exceptional circumstances. Parents will also need to sign a "financial hardship payment plan" document agreeing to the terms and conditions.
- Any athlete who has not paid the 1st invoice or is on a payment plan within **2 weeks** of the tournament will be replaced by a reserve.
- Players will not be permitted to travel and compete in the AJC until all previous accounts have been settled with the BNSW Accounts department
- Team sponsors and individual sponsors are welcome but approval must be gained from BNSW. Team sponsors must never conflict with BA or BNSW sponsors
- Team fundraising is welcome but approval must be gained from BNSW prior to the planned fundraising event taking place to ensure that there is no conflict, or legitimacy of actions
- Any approved team fundraising will be split evenly between the rostered athletes, regardless of who was, or was not, involved in fundraising. All raised funds will go directly to the team's costs after covering expenses and any extra funds raised above and beyond team expenses for the AJC will go towards BNSW state teams programs.
- BNSW can assist with athletes that may be eligible for Grants (e.g. Indigenous Sporting Grant or Local Council Grants for assistance of a local sports person representing the State).

All finances and money collected from athletes and their families will be done through BNSW.

22. Uniforms

All official apparel to be worn by members of the State Teams and all of the Coaching and Support staff is to be designed and made through BNSW's official apparel provider.

BNSW will design and sign off with its official apparel provider each year with that year's range of State Team gear to be worn by the State Teams. This includes all on court and off court gear.

Each athlete is required to have as a minimum the following items as part of their team kit and BNSW where possible will endeavour to provide this free to selected athletes and coaches:

- Playing Uniform (Singlet and Shorts)
- Warm Up Top (long sleeve t-shirt)
- Socks
- Polo shirt
- Walkout shorts
- Backpack

The following items are optional (dependent on climate location)

- Full Tracksuit (pants and jacket)
- Hoodie

A range of other official BNSW State Team products will be made available to athletes and their families and coaching staff. The purchase of these will be left up to the discretion of the individual, athlete or family.

23. Accommodation

BNSW applies the following principles pertaining to accommodation:

- BNSW will endeavour to find the most suitable accommodation possible at an appropriate and affordable budget
- Wherever possible accommodation will have self-cooking facilities so that Team Managers can, when time permits, prepare meals to minimize costs
- Wherever possible accommodation will have laundry facilities
- Each athlete will have their own bed
- Parents are not permitted to stay at the same accommodation as the team. This will promote team cohesion and to assist in focusing each player solely on the team and the competition
- Athletes and coaches will be in separate rooms.

All accommodation bookings will be organised and confirmed through BNSW with consultation with the Team Manager and Head Coach. Although consulting the Team Manager and Head Coach the final decision on where to book accommodation will be by BNSW.

24. Transport

All athletes are expected to travel together as a team, to and from the AJC.

Air travel will be booked by BNSW for the team prior to travel. Basketball Australia equalizes all airfares to each AJC regardless of the location of the host venue. Therefore, each athlete will be levied a set amount based on the average fare nationally even if the tournament is being held in NSW and air flights are not required.

Alternative return arrangements from AJC may be permitted, (but not encouraged), and needs to be arranged and agreed to with the State Team Administrator as early as possible prior to departure. Any changes in airfares will be at the athlete's own expense.

Players will be transported at the AJC in appropriate vehicles by the team Coaching and Support staff.

25. Food and Beverage

Dining out for the team will be at the discretion of the Team Manager, depending on time and budgetary constraints. Team Managers are responsible for shopping and organisation of cooking/clean-up.

The diet of the team will be aligned with elite athlete guidelines. Healthy snacks should be readily available and junk food will not be permitted during competition. Parents will be asked to provide a food like and dislike and allergy list to the Team Manager prior to departure to help them best prepare and organize meals.

26. Alcohol

Basketball Australia has a policy forbidding the consumption of alcohol by athletes, whether of legal age or not, for the duration of all AJCs.

This starts with the departure of the first competing team/official and ends at the arrival home and collection of the last competing team/official. All players from New South Wales are expected to adhere to the BA policy and Coaches and Team Managers will be responsible to enforce this strict policy.

Any athlete that is found to be in breach of this will be punished appropriately.

27. Family Contact at AJC

Athletes will have limited time to spend with parents, friends and families and Association coaches, mentors and officials during the AJC, with the busy schedule inclusive of recovery, scheduled meals, scouting, meetings etc.

This time set aside for the athletes to spend with their families is normally after the team has concluded the after-game talk and recovery. The Head Coach will normally set aside 15-30 minutes a day after their game, time permitting to spend with their families.

Parents are not to provide coaching advice to their child as it possibly conflicts with team rules and what the HC is asking of the athlete within their role on the team. Parents are to be respectful of all other team members and coaching staff when conversing with your child during this time.

28. Mobile Phones & Social Media

Mobile phones at all trainings and team meetings leading into, and during, the AJC, are to be switched OFF at all times.

Mobile phones and the use of social media at AJC tournaments can provide unnecessary distractions to the team and individuals and take away from the team camaraderie that the coaching staff has built.

Parents and players are therefore forewarned that the use of mobile phones and social media will be restricted during the AJC. Any negative post on any subject associated with an AJC, from a NSW team member, will be considered a breach of the code of conduct and disciplinary action will be taken.

Each Head Coach will apply this as a team rule and all may have a slightly different approach. Some may allow mobile phones in the accommodation, but with conditions (i.e. only access for 10 minutes a day) and then only at the discretion of the Team Manager/Head Coach if time permits.

Parents will be able to communicate with their children through the Team Manager in case of an emergency at any time and the athletes will be able to do communicate with their families in case of an emergency also.

29. BA Scouting & Recruiting Policy

BNSW acknowledges and endorses BA's Scouting and Recruiting Policy, adopted by the BA Board on 23 August 2009.

The purpose of the expansion of this BA policy is to provide acceptable contact guidelines for BNSW coaches and athletes when liaising with visiting international coaches, scouts and/or other persons ("Scouts") who attend BNSW sanctioned, controlled or managed events/competitions/programs for the purposes of identification and/or recruitment of NSW athletes/coaches.

Restricted Contact

Under no circumstance shall Scouts engage in recruiting contact at BNSW sanctioned, controlled or managed activities. The no-contact period shall be defined as the period that the athlete (and/or team) officially registers at the event until the conclusion of the final game, session or activity as defined by BNSW.

For greater clarity, no athlete or coach participating in a BNSW sanctioned, controlled or managed event, may be contacted by a Scout at any time throughout the duration of the event.

Recruiting Contact

Recruiting contact is defined as any discussion (personal or by phone) and/or distribution of information (including the passing of business cards either directly or indirectly through a third person) relating to or influencing an athletes' choice of future educational institution and/or club team.

Attending Scouts

Any Scout attending a BNSW sanctioned, controlled or managed activity must adhere to the following upon arrival at the BNSW sanctioned activity/venue:

- i. Introduce themselves to the BNSW High Performance staff members
- ii. Present credentials identifying the institution and/or club they represent.

Restricted Access

Accommodations/Meal Venues - Under no circumstances shall Scouts be granted access to athletes at their accommodation and/or meal facilities used during a BNSW sanctioned, controlled or managed event.

Training Venue – BNSW Training sessions are closed sessions and no Scouts are to attend.

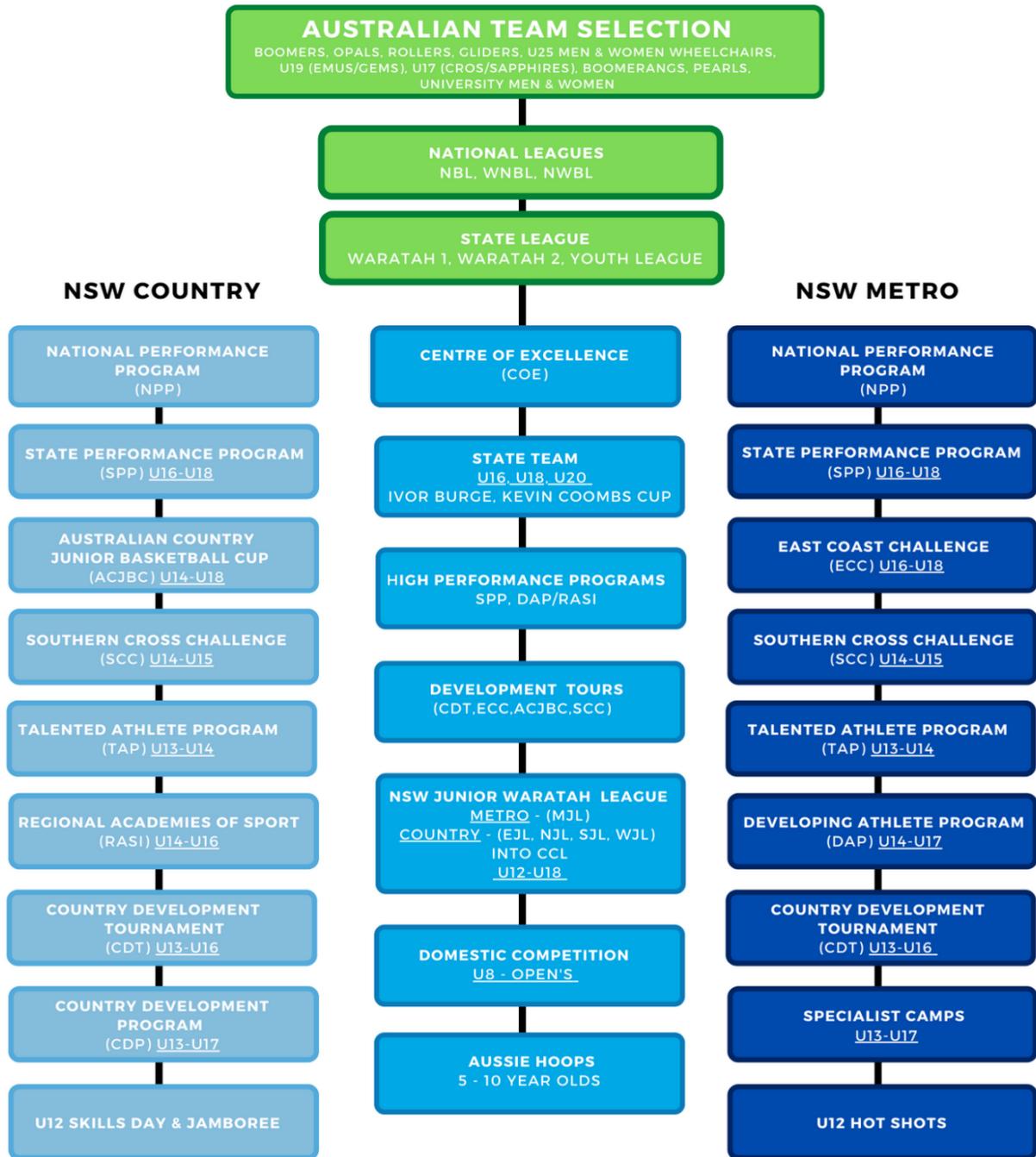
30. Game Film

At the conclusion of all AICs and as part of the review of their campaign, the appointed Head Coach is to supply BNSW with copies of all game videos taken over the tournament, copies of all game statistics and also copies of their prepared scouting notes for the BNSW High Performance archives.

Copies of the games can be made available to the families of the athletes upon request at the conclusion of the tournament.

APPENDIX

BASKETBALL NEW SOUTH WALES PLAYER PATHWAY



BASKETBALL NSW DEVELOPMENT PROGRAMS REQUESTS FOR SPECIAL CONSIDERATION

From time to time situations may arise where due to compelling circumstances athletes are unable to participate in preceding programs that lead to inclusion in further programs.

In these instances, athletes can apply for “special consideration” whereby Basketball NSW will ascertain whether there may be an opportunity available for such athletes to participate in any further stages of particular development programs.

Instances of approval for special consideration being granted are rare, as priority is given to all participating athletes, with special consideration only then given to non-participating athletes.

Special consideration applications are only applicable for the following situations:

- unavailability to participate due to injury
- unavailability to participate due to a long-standing commitment

All special consideration forms will be evaluated by Basketball NSW based on each athlete’s own individual circumstances, with the application needing to be well substantiated prior to being considered – e.g. medical certificate.

Please note that participation in previous BNSW development programs does not guarantee special consideration approval, and that any decisions made by Basketball NSW in this process are final.

SPECIAL CONSIDERATION APPLICATION FORM

Name: _____ Association: _____

Address: _____

Suburb: _____ Postcode: _____ D.O.B: ___/___/___

Phone (H): _____ Phone (W): _____

Mobile: _____ Email: _____

I am unable to attend the _____ program which will be conducted on _____ and wish to apply for “special consideration” for inclusion in the _____ program, which is the next participation stage of this particular program.

Please give details of your reason(s) for applying for Special Consideration:

Enclosed please find the following documents supporting this application

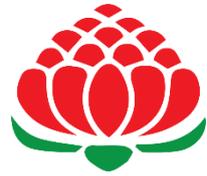
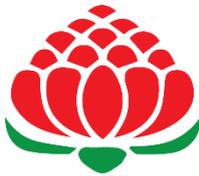
I understand that priority will be given to all participating athletes, with special consideration applications then taken into account. I also understand that previous participation in a BNSW development program does not guarantee special consideration being approved by BNSW.

Signature of Parent: _____ Date: _____

Signature of Athlete: _____ Date: _____

Please forward this form and all supporting documents immediately to:

Basketball NSW (attention Coaching Department)
Unit 27, 11-21 Underwood Road Homebush NSW 2140
Postal: P.O. Box 198 Sydney Markets, NSW 2129
Fax: (02) 8765 8588 Email: antonio.rosina@bnsw.com.au



PLAYER CODE OF CONDUCT

Selection to BNSW State Team is considered a privilege. Athletes are representatives of BNSW, their sport, their parents and the community and therefore have a responsibility to these groups. Athletes' conduct and appearance will reflect not only their pride and respect for the program, but for those around them.

Co-operation with teammates, coaches and opponents is critical to the success of BNSW and sport in general. Athletes are expected to respect the rights, dignity and worth of all participants regardless of their ability, gender or cultural background.

The following is deemed unacceptable behaviour by BNSW athletes.

1. Athletes must abide by the BNSW State Team Policy regarding the consumption of Alcohol:
 - a) No alcohol at all during any organized team activity
 - b) Athletes under the age of 18 are to adhere to the law in regards to the consumption of alcohol; and
 - c) Athletes over the legal age **are not to consume alcohol at any time** while attending the National Championships (up to and including arrival back in Sydney or upon being released from care).
2. No Smoking
3. No Drugs
4. Discriminating against, harassing, bullying or making derogatory or demeaning remarks about or to anyone.
5. Male athletes entering rooms of female athletes, female athletes entering rooms of male athletes.
6. Using profanities, verbal abuse or sledging.
7. Non-adherence with BNSW dress code / uniform, nutritional needs and curfews.
8. Knowingly circulating false or misleading information about any other BNSW member.
9. Not respecting all property and facilities utilised by BNSW including accommodation, furnishings, uniforms and equipment.

Any athlete participating in unacceptable behaviour or wilfully disobeying the directions of the Team officials will be sent home on the first available flight after firstly, approval is sought from BNSW and notification is made to his parents/guardian who will bear any additional costs incurred for this travel.

ATHLETES NAME: _____

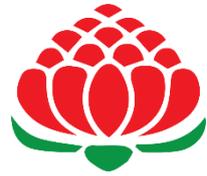
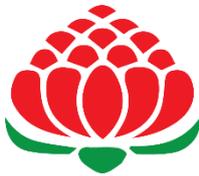
Signature: _____ **Date:** ___/___/___

Parents / Guardians Consent:

I _____ being the parent/guardian of the above named athlete, acknowledge that I have read the full contents of this agreement. I have read the conditions of acceptance and state that to the best of my knowledge there is no reason why the athlete cannot fully comply with all of the requirements as set out above.

Parents / Guardians Signature: _____ **Date:** ___/___/___

Please return to:
Antonio Rosina (Coach and Development Administrator)
Form to be emailed to antonio.rosina@bnsw.com.au



STATE TEAM PERMISSION SLIP

I _____ (Parent/Guardian) give permission for my

Son/Daughter _____ to travel with the NSW Under U20 State Basketball team to the Australian Championships to be held in Canberra, ACT from 13 to 17 February 2019.

I hereby authorize the team Manager _____ to supervise my son/daughter for the period of the Championships and I give permission for him/her to take any steps necessary to protect the health and welfare of my son/daughter.

I give permission for any required medical aid, including the administration of anaesthetics to be given to my son/daughter if required.

The following details are a guide to the health of my son/daughter:

- | | | | |
|----|--|-------|----|
| 1. | Is your son/daughter on any medication? | YES | NO |
| | If YES, which medication? | _____ | |
| 2. | Is your son/daughter allergic to anything? | YES | NO |
| | If YES, to what? | _____ | |
| 3. | Does your son/daughter have any respiratory problems, e.g. asthma? | YES | NO |
| | If YES does he/she require medication for this? | _____ | |

Medicare Details:

Medicare Number: _____

Exp Date on Card: ____/____

Position on Card: _____

Extended Health Cover: _____ (Name of Health Fund)

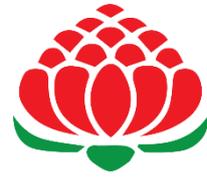
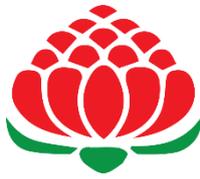
_____ (Number)

Signature of Parent/Guardian

____/____/____
Date

Please return to:
Antonio Rosina (Coach and Development Administrator)
Form to be emailed to antonio.rosina@bnsw.com.au

Team Manager: A copy of this form needs to be kept by you as a Team Manager until the Conclusion of the Australian Championship Gold Medal Game, or until players are returned to the care of their parents/guardians. As Manager you are also required to forward a copy of your players completed forms to BNSW prior to the Australian Championships.



PERMISSION TO ADMINISTER MEDICATION

Dear Parents

Without parental permission, Team Managers are unable to assist your son by administering any medication.

By signing this form, parents acknowledge that Team Managers are not trained Medical Practitioners. Team Managers will act in the best interest of your son and will seek medical advice if symptoms persist.

Paracetamol

If my son experiences minor pain and discomfort associated with headache, tension headache, period pain, cold and flu symptoms, migraine headache, muscular aches, arthritis/osteoarthritis, backache and toothache, the Team Manager has my permission to administer a paracetamol based analgesic that provides fast, effective temporary relief of pain.

Where possible, the medication of choice will be Panadol® Caplets, Mini Caps or Tablets. In the event that these products are unavailable, the closest possible replacement product will be administered following consultation with a Pharmacist.

Administration of paracetamol will be in accordance with proprietary recommendations.

Consent to medical attention

Where it is not practical to communicate with me, I authorise the Team Manager _____

(Name)

My Son's Full Name: _____

Team: _____

Date of Birth: _____

Address: _____

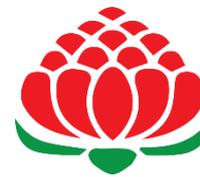
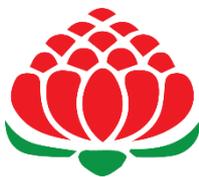
Emergency Contact Mobile No: _____

Parent/Guardian's Name: _____

Signature: _____
(Parent/Guardian)

Date: _____

Please return to:
Antonio Rosina (Coach and Development Administrator)
Form to be emailed to antonio.rosina@bnsw.com.au



TEAM OFFICIAL'S CODE OF CONDUCT

1. Remember that basketball is for enjoyment.

Ensure that activities are carefully planned, well-structured and varied to provide opportunities for individual and team development. Be willing to depart from the plan to take advantage of an unexpectedly high interest in a particular activity.

Never ridicule Athletes for making mistakes or losing a competition. See errors or losses as an opportunity to learn in a constructive way. Comment in a way that is positive and designed to create interest, involvement and development.

2. Be reasonable in your demands.

In scheduling training and playing times and days, be reasonable in your demands on Athletes' time, energy and enthusiasm, taking into account their age, level of play and other commitments such as school and employment.

3. Develop team respect for the ability of opponents including their coaches.

Part of participation in sport is respect for all participants in the game. Encourage your Athletes to accept that their opponents are entitled to proper courtesy. This means introducing themselves to their opponents on court, congratulating them whether they win or lose and accepting loss gracefully. Teach them that the opposition coach is there trying to do the best for their team and is also entitled to respect.

4. Instil in your Athletes respect for officials and an acceptance of their judgement.

Athletes should be taught to understand that officials have a very difficult task to perform and that without them games could not be played. They are there to enforce the rules of play but they cannot always be right. Teach your Athletes to accept bad calls graciously. Abuse of referees is unacceptable behaviour that should not be tolerated. Athletes who consistently dispute decisions or do not accept bad decisions should be singled out for counselling and guidance.

5. Guide your Athletes in their interaction with the media, parents and spectators.

It is sometimes very difficult for Athletes to concentrate on the game when there is the distraction of the presence of friends and relatives as spectators. Coaches have a difficult role to play in teaching Athletes to maintain concentration on the team plan if spectators become over-enthusiastic.

6. Be prepared to lose sometimes.

Everyone wins and loses at some time. Be a fair winner and a good loser. Disappointment at losing is natural, but it should not be obvious to the point of being unpleasant for others. Just as unpleasant can be the boastful winner. Recognise that even in defeat, the loser has achieved something, just by playing. Not everything in life can be a winning situation. Losing can be an important learning experience for your wider life goals. Guide your Athletes to accept a loss in this spirit.

7. Act responsibly when Athletes are ill or injured.

Show concern and take responsibility for Athletes who are sick or injured whilst under your care. Follow the advice of a physician when determining when an injured or ill player is ready to recommence play.

8. As well as imparting knowledge and skills, promote desirable personal and social behaviours.

Be aware of the role of the coach as an educator. Particularly with young people, the way they perform in their lives is influenced by many factors. An important influence is the person they see as a role model. Coaches often take on the part of role model for many young people. It is therefore

important to ensure that the influence from coaches is seen in a positive light rather adversely. What you say and how you act can be most important in modelling the behaviour of Athletes.

9. Keep your knowledge current.

Seek to keep abreast of changes in sport. Ensure that the information used is up to date, appropriate to the needs of Athletes and takes into account the principles of growth and development of children. Athletes cannot learn from you if your skills and knowledge are inadequate.

10. Ensure that any physical contact with a player is appropriate.

Physical contact between a coach and a player except that which would be considered usual social contact such as the shaking of a hand or a “high five” should be rare. Gestures which can be well meaning, or even considered by some to be acceptable, may be unacceptable to others. Sometimes physical contact can be misinterpreted as sexual harassment or even molestation.

11. Avoid personal relationships with Athletes.

Personal relationships with Athletes can often be misinterpreted as something sinister. Friendship with Athletes is essential to building trust between a coach and Athletes. However, the power imbalance in a coaching situation can make it unwise for a relationship to develop beyond friendship. Particular care must be taken when coaching children.

12. Respect the rights, dignity and worth of every person.

Regardless of their gender, ability, cultural background, religion or other factor irrelevant to the game, all persons connected with basketball are entitled to equal treatment and respect. Avoid any remarks that could be construed as offensive or discriminatory. Sometimes even a joke may give offence. Even if a person refers to themselves with a particular label, it should not be taken as an invitation for you to do so. Using discretion is imperative and it is better to err on the side of caution.

13. Always respect the use of facilities and equipment provided.

Facilities and equipment cost money and will only function properly if kept in good order. Ensure that you and your Athletes do not abuse anything provided for use. Discourage Athletes from hanging off hoops or “slam dunking”. Quite properly, these practices are banned in most venues. Not only can equipment be damaged but serious injury can occur.

14. Agree to cover the costs of any damage caused by me and/or as part of my actions.

I hereby agree to abide by the Team Official’s Code of Conduct as outlined above.

15. Be a good advocate for Basketball NSW

Understand and abide by BNSW policies and behave in accordance with the expectations expected of team officials (this includes being a good advertisement for BNSW).

SIGNATURE OF TEAM OFFICIAL: _____

NAME: _____

POSITION OF TEAM OFFICIAL: _____

DATE: