

NORTHS

BASKETBALL

JUNIOR REPRESENTATIVE PLAYERS HANDBOOK



STRONGER TOGETHER

NSBA INTERNAL USE ONLY

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INTRODUCTION

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The Northern Suburbs Basketball Association Inc. (NSBA) is a community based not for profit sporting organisation with a North Shore history extending over thirty-seven years. NSBA has a volunteer Board of Directors, comprising of a President, Vice President, Finance Director and three other directors who serve two-year terms and are elected by the members, and provide the Association's direction.

The "NSBA Junior Representative Handbook" contains the guidelines, protocols and other relevant information for Parents, Officials and Players. Representative basketball involves the combined execution of many roles and responsibilities and this handbook serves to inform and educate on how to execute these roles effectively.

Reading and Understanding the expectations and requirements of players, coaches and families outlined in this handbook is essential to participation in the program and accepting a position at NSBA is only possible after the handbook has been Understood and Agreed to.

Structure

Chief Executive Officer:	Graeme Reid
High Performance Manager:	Thomas Garlepp
Head Coaches and Managers	

NSBA reserves the right to override any of the rules, regulations, policies and procedures if deemed to be in the best interest of the program.

MISSION STATEMENT

"The purpose of our Junior Representative Program is to develop every player, coach and official to their full potential while fostering a sense of belonging to team and association."

— Thomas Garlepp —

The values of the Junior Representative Program:

- We ensure our players, coaches and officials compete in every game with high levels of effort as well as sportsmanship and respect to all participants
- We aim to develop and better our coaches and officials in their performances on the court during competition and off the court as people
- We deal with our members honestly and with integrity
- We display an attitude of gratitude to all members of our association, and others, that allow us to play our great game
- We understand the importance of catering to every individual within an association to achieve successful outcomes
- We understand that while players, coaches and officials may come and go to other associations, we will endeavour to develop people that represent the values of NSBA and not recruit Players from other Associations

HISTORY

In early 1990, Harry Kushkarian, who was Vice President at the time, approached the Board with a proposal to enter a team in the then Sydney Junior Championships (now Metro Junior League). Harry then coached our first Under 18 Boys team, which included several players who are still playing in our local senior domestic competition to this day. The roster included Chris Stauber, who went on to play for the Sydney Kings and still plays Premier Men on Wednesday nights at NSBA.

Over the next few years, the program grew, and senior representative teams started to compete in NSW competitions again. Through the tireless work of people like Harry both behind the scenes as administrators and as coaches, NSBA continued to grow in it's stature within the metropolitan and state basketball landscapes.

For many years, NSBA faced challenges is merely participating in Division 1 competitions. Eventually, we were allowed to compete in division 1 and now field the strong program that you have been given the opportunity to represent for the upcoming season.

The work ethic and efforts of those people who have helped grant you the opportunity to play for a strong and established club is something to be mindful and appreciative of. The best way to demonstrate your appreciation, is to represent the Norths club with class and enjoyment, giving your best in every opportunity and sharing this all with your teammates in an effort to be the best you can be as teams and as individuals.



Thomas Garlepp

BASKETBALL PHILOSOPHY

Basketball presents several excellent opportunities through both a competitive team sport context and the challenges of a sporting environment.

Having the chance to compete alongside teammates, coaches and support staff with a shared vision of success as a team while also pursuing personal endeavours of being the best version of self is one of the purest, most enjoyable experiences a person can have.

The game presents all sorts of challenges that shape both young people and old. It is my belief that it is the honest and loyal efforts of players to sacrifice, be courageous, focus mentally, be accountable and connect with others that positions members of a team to overcome these challenges and grow as people.



NSBA PLAYER CULTURE

Our Habits

- Compete every drill and every possession
- View every challenge as opportunity
- Committed to being the best version of ourselves today, and a better version tomorrow

Our Behaviours

- Respect all participants within the game
- Support our teammates and encourage them to grow and pursue their goals
- Accept whatever results we achieve in competition, and endeavour to improve upon them

Their Perception

- NSBA players enjoy their teammates success
- Confident
- Focussed on performing their role to their optimum



NSBA PLAYER TRAITS

Aggressive Learners

- NSBA representative players view every day as an opportunity to improve as players and people

Competitors

- NSBA representative players compete with toughness and integrity in every drill, and in every possession of the game, regardless of circumstances

Grateful

- NSBA representative players are grateful for the opportunity to play this great game, and recognise all the efforts of all parties that go into playing this game



TRAINING NON-NEGOTIABLES

- Ready to train at the time training starts; taped, dressed, ready to get better
- When your coach talks, you listen. No moving or talking, being sure to listen and watching intently
- Hustle from one drill to the next
- Accept your coaches refereeing, decision making in the moment
- Talk to each other in drills and games
- Put personal frustrations aside and hoop!



TIME MANAGEMENT

Get the most out of your day!

We have included some tips and methods to improve your daily and weekly productivity and time management. Get the most out of your time, chasing your dreams while improving mental health, stress levels and anxiety!

Weekly Goals

Setting at least one small goal per day can lead to an entire productive and fulfilling week. Use simple, realistic and measureable goals. For example: Get in 3 extra workouts this week OR finishing school assignments before deadlines

Use a Planner

Planners keep all your tasks organised in one place. Use colours, emojis or labels to sort your tasks based on priority. Have it handy so you can refer to it to help stay on track.

Take breaks

When working on an assignment, take a 5 minute break every 25 mins. This allows your brain to refocus, recharge and avoid distractions from dragging on. Throughout the week take a break from strenuous workouts to give your body an opportunity to recover.



Prioritise

Rank your tasks, starting with the most important and working your way down. This ensures you complete your more critical assignments even if you're unable to complete your entire To-do list.

Schedule your Tasks

Set up reminders or alarms on your phone to help you stay on track throughout your day and to help remind you of important dates. When in the gym, plan your workout with timed activities or measureable goals to maximise your time and achieve better results.

Change your Environment

Stay away from distracting environments where it's noisy or with the tv nearby. On court, shoot with a partner that wants to work as hard as you so you can challenge each other and stay focused.

Reward Yourself

Everyone deserves a reward after a long day of hard work! This is just as important as being productive. Treat yourself with small rewards when you complete tasks or some quality rest and relaxation when you reach your weekly goals. This time can be used for activities such as time with friends and family or recovery.

SUCCESSFUL TEAMS

As former all around NBA legend Pat Riley said, “The key to teamwork is to learn a role, accept that role and strive to become excellent playing it.”

All teams have goals and aspirations they will work towards, the key to achievement and making these aspirations a reality is each member of a team understanding their own individual importance and that if they each execute their role effectively, success will come.

Accepting a role can be a difficult process. The role a player is given by a coach may not be where they see themselves fitting into a team. It is important for players to also understand that to be given the roles you would prefer, you often have to execute the roles you may not be enthused about early on. Roles can change over time, or when you least expect it, so it is important to execute whatever role you are given to the best of your ability, so you are ready for the new one when the time comes.

For players to execute their role it is important to:

1. **Accept** - that your role has initially been given for the team to achieve its aims
2. **Appreciate** - your teammates role and their importance in in your team’s journey
3. **Learn** - your role. Ask questions of your coaches about how best you can execute.
4. **Encourage** - each other in your pursuit of success within their roles and as a team
5. **Aspire** - to do your role as best as you can through hard work and determination



9 DEADLY MISTAKES

- 1. Placing strict expectations on performance:** Replace your expectations on your performance with some manageable objectives. Success and failure in basketball games can be affected by many uncontrollable factors, try not to limit your opportunity to succeed.
- 2. Leaving self-confidence to chance:** if you are lacking confidence in your ability or unsure about your chances of success in upcoming competition this is not unusual. Take the time to remember that you deserve to be on the court, and if you put in a high amount of effort and attention to detail, you should feel confident in yourself and your ability.
- 3. Getting distracted by hoopla:** every team has a rival or a number of “big” games during a season. Don’t let the perceived magnitude of a game distract you of what you did to be in a position to play that game.
- 4. Carrying life into sports:** sometimes it is easy to carry some of life’s stresses into a game or training. Remember that sport is a break from our daily hassles and an opportunity to be free to do our best and work with our mates to achieve shared goals.
- 5. Over-training:** Perfectionism is an admirable trait, and common in the best players. Be sure you don’t cram for your basketball tests in an effort to be perfect. Don’t try and cram all your training in a week before a game, prepare steadily over the course of your journey.
- 6. Worrying about results or outcomes:** don’t spend too much time allowing your emotions to be dictated by your team or individual results. Do your best to prepare, attend to detail and put forth your best effort to compete, and live with the results.
- 7. Lack of game-plan:** take the time to enter every competition equip with a game plan or strategy. While your coach will provide this for you, there may be situations within your role that you may be unhappy with. A plan on how to manage the disappointment of a role and channel this into energy that allows you to be the best you can be and make others around you better is always a good idea.

8. Psyching yourself out: if you've ever been involved in competition where your opponent may be stronger or more talented, overthinking about how you may not deserve the win, or be capable of competing is a sure way to lose confidence. Focus on running your own race and doing controllable things to the best of your ability.

9. Worrying what others think: being concerned about approval from others is an easy way to waste mental energy before, during and after games. Falling short of what you believe to be the standard of those other people will lead to unnecessary stress.



NUTRITION, HYDRATION & SLEEP FOR ATHLETES

PRE

PRE Before training/competition we want to make sure our liver, muscles and brain have enough Glycogen for optimal performance

3-4 hours PRE exercise:

- Turkey and Swiss sandwich, Apple, Low fat Chocolate Milk
- Chicken Wrap, Pear, Low fat Yogurt or
- Peanut butter and Jam sandwich with banana slices, Low fat Milk

30-60 mins PRE exercise:

- A piece of fruit,
- Pretzels or
- Muesli bar

DURING

DURING To maintain energy levels for optimal performance stay hydrated with water and small snacks as needed

- 2-3 gulps of sports drink
- 1-2 handfuls of sultanas or
- 1-2 bananas

POST

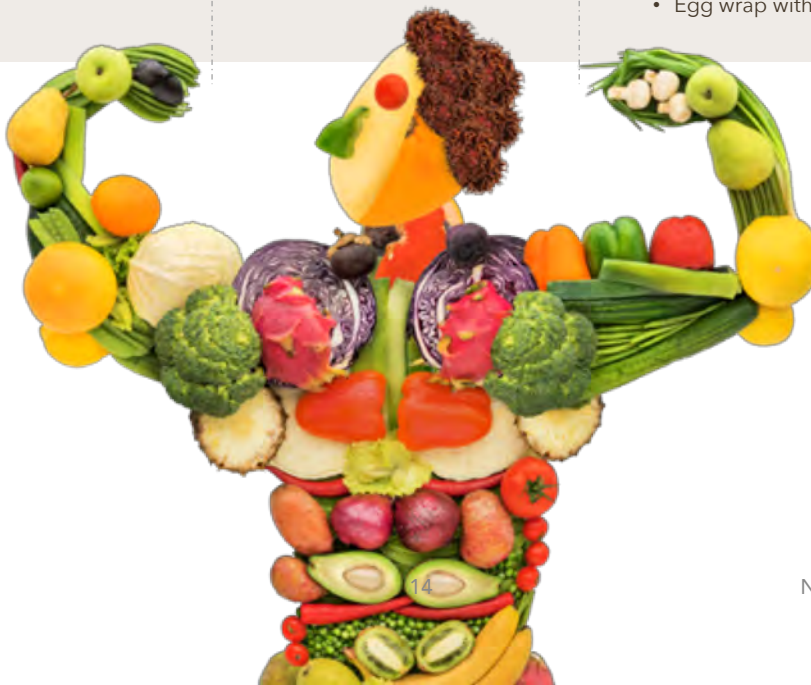
POST After training /competition refuel properly to help your body recover and replenish its glycogen stores, and assist with protein synthesis

15 mins - 1 hr POST exercise:

- Chocolate milk and almonds
- Yogurt, muesli and blueberries, or
- String cheese, apple slices, peanut butter on toast

3-4 hrs POST exercise:

- Chicken and Vegetable Stirfry,
- Chicken and Rice bowl or
- Egg wrap with a yogurt parfait

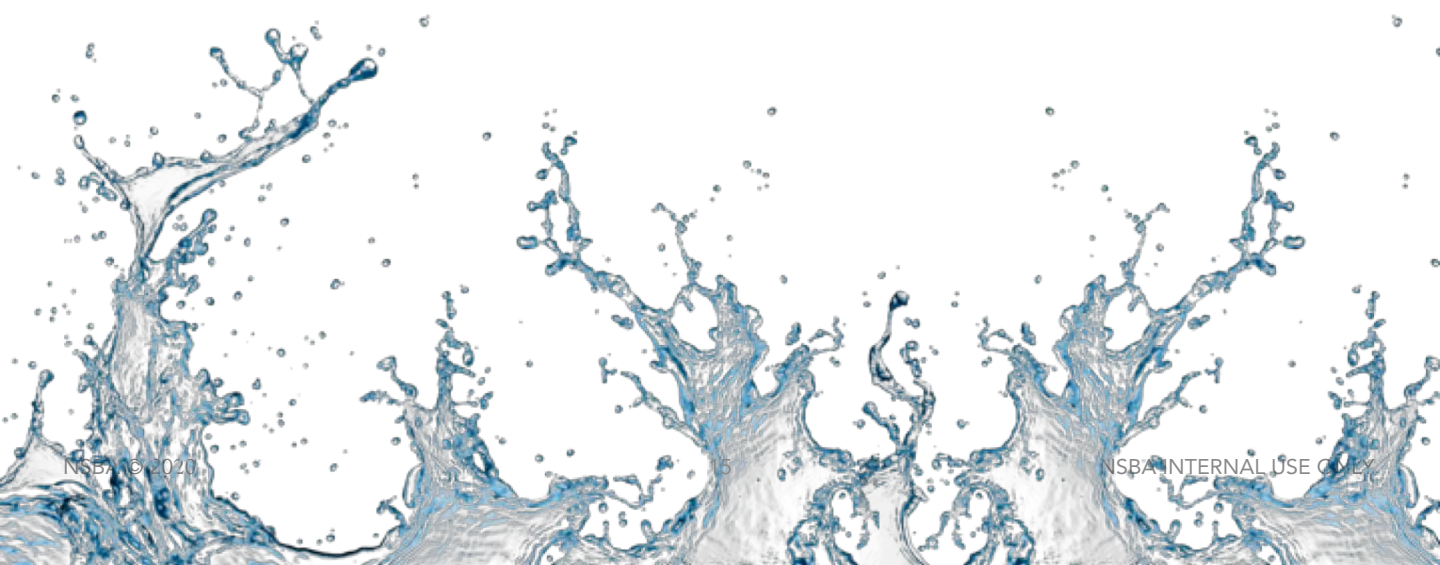


Hydration

Water is essential to maintain blood volume, regulate body temperature and allow muscle contractions to take place. During exercise, the main way the body maintains optimal body temperature is by sweating. Drinking fluid during exercise is necessary to replace fluids lost in sweat. In most cases during exercise, the rates of sweat loss are higher than the rate you can drink, so most athletes get into fluid deficit. As dehydration increases, there is a gradual reduction in physical and mental performance. Dehydration will effect coordination, impaired ability to make a decision, muscles cramping, headaches, how tired you feel when working out and slows down your recovery. Drinking fluid during exercise helps to prevent a drop in performance caused by dehydration, and fluid after exercise will re-hydrate you. Everyone should be drinking around 50ml/kg of body weight throughout the day.

Here are some tips:

- Always start exercise well hydrated; For example: Drink a glass of water when you first wake up in the morning, Keep a water bottle with you everywhere you go so it becomes a habit, and drink water on rest days too
- Develop a plan for drinking during exercise based on how hard you are working, temperature and other factors to determine how much you are sweating
- Immediately after exercise, monitor your weight change to estimate your final fluid deficit. During recovery, you will continue to lose fluids through sweating and urine losses, so plan to replace 125-150% of this fluid deficit over the next 2-6 hours. For example, if you lost 1 kg (1000mL), you will need to drink 1250-1500mL to fully re-hydrate
- Don't wait until you are thirsty to drink. You are already dehydrated by the time you are thirsty!



Sleep

Sleep is extremely important for performance, learning, development and physical and mental health. Some of the consequences of inadequate sleep include: a reduction in academic performance, mood disturbance, reductions in athletic performance, decision-making ability, learning and cognition. Extended amounts of sleep improve sprint times, accuracy, mood and decreases fatigue. Part of being an elite athlete is taking care of your body even when you are away from the court. This doesn't just apply to injuries but also recovery and general well-being. Some sleep tips to help with optimal functioning and performances are listed below:

- Make your room a sleep haven. Keep it cool, quiet and dark and then let in bright light in the morning to help you wake up
- Don't eat, drink or exercise within a few hours of your bedtime. Try to avoid the TV, computer and phone in the hour before you go to bed. Replace these with quiet, calm activities to help you fall asleep
- Establish a routine and do the same things every night before you go to sleep to teach your body the signals that it's time for bed. For example: Taking a shower or reaching a book
- Stick to this routine as close as you can even on weekends. Being as consistent as possible will help you to feel less tired and allow your body to get in sync with its natural patterns
- Try keeping a diary or to-do list beside your bed so that you can take down notes for the morning. This way you will be less likely to stay awake worrying or stressing
- When sleep deprived, naps can help you as a pick you up and help with work efficiency. Plan your naps so they don't run too long or are too close to bedtime and interfere with your regular sleep



5 KEY ATTITUDES

Imagine you walking up to free throw line, in the 4th quarter of a State Championship Grand Final. Your team has been leading for 39 minutes, and you simply have to hit this shot to win the game. The feeling of the entire season resting on your shoulders is prevalent. The crowd is strangely silent, and you have a bad habit of finishing short on your shots when you are tense. Your heart is racing. You've never been in this situation before. Imagine the thoughts that are going through your head at this point. It would be nice if you could focus on the task at hand (shooting your normal shot), wouldn't it?

1. Ownership

Ownership involves the connection that you have with sports and why you participate.

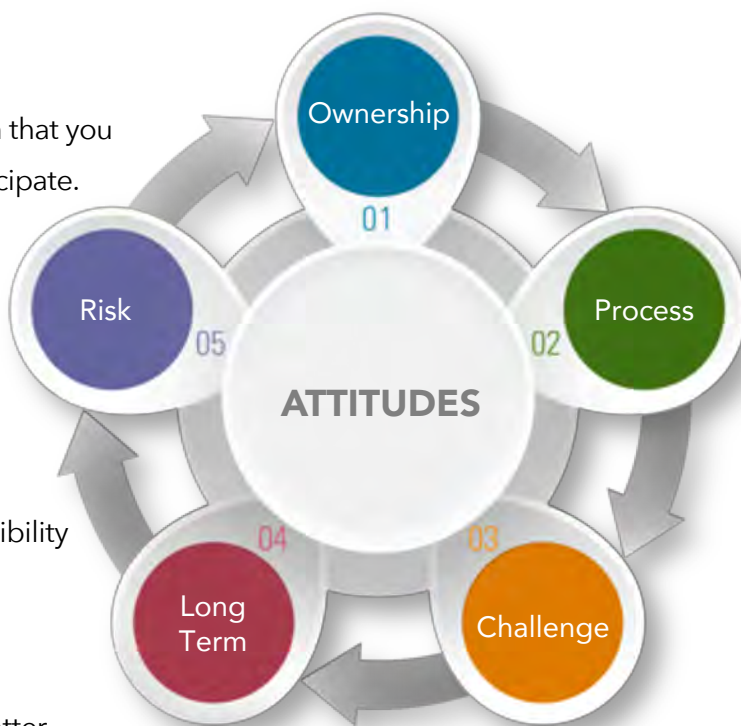
You don't want to leave anything that might affect your athletic performances to chance or to other people. Whether physical, technical, tactical, equipment, or mental, you will only achieve your sports goals if you take full responsibility for every aspect of your sport.

2. Process

We live in a world where results matter.

You progress because you get results. However,

focusing on results actually prevents you from achieving the results you aim for at the end of the season. Instead you need to be focusing on what you need to do to get those results (i.e. the process) and what you need to perform your best from the start of the season to the finish.



3. Challenge

Athletes often respond to competitions as a threat. This threat reaction causes doubt, worry, and tension, resulting in tentative and cautious performances. This perception of a threat causes your inborn fight-or-flight response to be triggered and, most often, 'flight' is the option that is chosen. Instead we want a 'fight' response which stimulates confidence, determination, intensity, and excitement, resulting in aggressive and intense performances to help you rise to the challenge. Performing your best should be a challenge to pursue, not a threat to avoid.

4. Long-Term

We live in a culture that is accustomed to getting everything fast and without much effort. As a result, it's easy to believe that you need results right away or you won't achieve your goals. It's also easy to become impatient and frustrated when you don't get those results right away. Be patient, work hard trust the process and buy into your long term success without the short term expectation and pressure that slows down progress.

5. Risk

Sports are inherently risky because there are dangers in giving your best effort and pushing your limits. Your opponents and sometimes injuries attempt to strike fear in you and prevent you from performing your best. This aversion to risk results in performances that may be technically and tactically sound, but that are also safe and, even worse, not up to your capabilities.

Taking risks can be trying a new move, going for a steal or shooting from farther out. We need to embrace risks as they are essential to improvement and top performance.

MINDFULNESS

Imagine you walking up to free throw line, in the 4th quarter of a State Championship Grand Final. Your team has been leading for 39 minutes, and you simply have to hit this shot to win the game. The feeling of the entire season resting on your shoulders is prevalent. The crowd is strangely silent, and you have a bad habit of finishing short on your shots when you are tense. Your heart is racing. You've never been in this situation before. Imagine the thoughts that are going through your head at this point. It would be nice if you could focus on the task at hand (shooting your normal shot), wouldn't it?

This situation represents opportunity for the use of mindfulness in sport. **Mindfulness is the act of increasing present-moment awareness of physiological, mental, and environmental events without imposing judgment on the quality or meaning of them** (John Kabat-Zinn, 1994). When you are mindful, your thoughts noticed as thoughts, with no attachment to your actions. This you the option on whether to react or attach yourself to the thoughts, or simply let them go.

Mindfulness exercises can help to generate a state of complete focus on the task or event at hand. Mindfulness is effective in sport because it helps athletes direct their attention to the current athletic task, while minimizing external distractions.

In the free-throw scenario described above, being mindfully aware would help you notice any your thoughts, anxiety and physical tension in the body. You could then choose to either respond to these things (noticing your tension, your thoughts, your feelings) or choose to simply notice them, and complete your free throw as you normally would. You would recognize your thoughts and nerves simply as occurrences and understand that they are temporary things which do not affect performance. From there, you can focus on executing the physical act of shooting this free throw, like you have done many times before.

Mindfulness is a skill, and therefore takes practice to develop. While training for a specific sport, consistent practice is required, with an intensity and focus to get better. Mindfulness practice can be done through exercises such as the body scan exercise, which involves paying attention to specific areas of the body such as the feet, knees, stomach, shoulders, neck, and arms one by one.

Another basic mindfulness exercise is the mindfulness of the breath exercise, which involves deep, rhythmic breathing. These mindfulness exercises can easily be found online. Practicing these exercises several times a day will help you develop greater awareness, and eventually you can translate this awareness to specific tasks and activities.

After practicing mindfulness while doing specific activities like stretching, you can then practice mindful awareness during sport-related events. For instance, try being mindful while shooting layups, or while practicing a tennis serve. Eventually, you can try being mindfully aware during matches.

Exercise Example - The Sports Breath

This exercise helps athletes focus on where they are right now and why they are here. This breath technique only takes seconds to perform, yet it can be vital in bringing an athlete into the present and away from the distractions of their mind, the crowd, the opponent.

The key to this breath is to use it to FOCUS, not to relax. When we breath in an attempt to relax, typically what happens is milliseconds after we have relaxed we simply get nervous and tense again, sometimes then worrying more that we are not succeeding in relaxing.

The sports breath is designed to help you focus on what you need to do, not on how you are feeling.

Step1

Decide to take a brief moment to do the breath

Step 2

Follow your breath - quickly close your eyes and as you take a good deep breath, follow the air as it travels into your nose, down your throat and into you abdomen. Focus on the sensation of the air rushing inside your nostrils, the sensation of your chest and stomach expanding. If you can, pretend you are a particle of air and follow it as it is being sucked into your lungs. Then follow your breath as it leaves your body, the sensation of your stomach collapsing, your chest deflating and the air rushing out your nose. Even notice the sound it makes as it shoots out the end of your nose.

Add as much detail and specifics as you feel comfortable. The more vivid you engage in this brief breath the better.

Here's the secret to its success: typically in sport our minds are being pulled from the past and shot into the future. For example, we often hold on to mistakes that we have just made (the past) and then worry about the score or losing (the future). In order to perform well we need to focus on the here and now. So the sports breath is a very easy, fast and simple way to bring yourself back to the here-and-now.

Also, most athletes like to take a deep breath at big points, so it is something you probably already do.

However, most athletes breath deeply in an attempt to get more relaxed...often not successfully. So the sports breath is about using it to focus.

Think of it as a focussing breath that can be used between each point to get you ready. The key is giving the breath all of your attention – even if there is a cyclone of emotions, thoughts and noises around you.



BALANCE & PREHAB

A few exercises are listed below to help you get stronger and prevent injury

Bounding: Improves jumping power and technique

Starting position: Stand on your take-off leg with your upper body upright. The arm on the take-off leg side should be in front of your body. When viewed from the front, the hip, knee and foot of your take-off leg should be in a straight line. Action: Spring as high and as far as possible off your take-off leg. Bring the knee of your trailing leg up as high as possible and bend the opposite arm in front of your body when bounding. Land softly on the ball of your foot with a slightly bent knee. Repetitions: Cover a distance of 30 metres twice. Bounding Improves jumping power and technique.

Important: When viewed from the front, the hip, knee and foot of your take-off leg should be in a straight line. Bring your trailing leg and the opposite arm up in the front of your body when bounding. Land on the ball of your foot and with your knee bent to cushion impact. Don't let knee buckle inwards during take-off or landing. Never land with extended knees or on your heels.



Zigzag Shuffle: Improves coordination and jumping technique

Starting position: Stand at the start of the zigzag course (6 marks set 10 x 20 metres), with legs shoulder-width apart. Bend your knees and hips so that your upper body leans substantially forward. One shoulder should point in the direction of movement. Action: Shuffle sideways to the first mark, turn so that your other shoulder points to the next mark and complete the zigzag course as fast as possible. Always take-off and land on the balls of your feet.

Repetitions: Complete the course twice. Zigzag Shuffle Improves coordination and jumping technique.

Important: Always keep your upper body leaned forward with your back straight. Keep your hips and knees substantially bent. Push off and land on the balls of both feet. Land softly with your knees bent to cushion impact. Keep knees 'soft' throughout and don't let them buckle inwards. Never land with extended knees or on your heels.



Single-leg stance chest passing: Improves coordination and balance while strengthening the leg muscles

Starting position: Face a partner at a distance of 3 metres away, each of you standing on your right leg. Knees and hips should be slightly bent. Keep your weight on the ball of your foot or lift your heel from the ground. When viewed from the front, the hip, knee and foot of your supporting leg should be in a straight line. Action: Throw a ball back and forth: when standing on right leg, throw with left arm and vice versa. Catch the ball with both hands, and throw it back with one hand. The quicker the exchange of the ball, the more effective the exercise. Repetitions: Perform 10 times on right leg, then 10 times on left leg. Chest-passing in Single-leg Stance Improves coordination and balance; strengthens the leg muscles.

Important: When viewed from the front, the hip, knee and foot of your supporting leg should be in a straight line. Keep your upper body and pelvis stable and facing forward. Keep your pelvis horizontal and don't let it tilt to the side. Keep your hips and the knee of your supporting leg always slightly bent. Don't let your knee buckle inwards. Keep your weight on the ball of your foot or lift your heel fully off the ground.



INJURED PLAYER OPTIONS

While it is expected that players attend training when they are injured, make sure they get something out of the session. The hour or so spent sitting on the sidelines should be viewed as an opportunity to improve.

1. When the team is practicing offense or defence, watch and then draw up the plays using the court diagrams from the player manual. Diagramming them and taking notes allows for better retention and understanding
2. Complete a "Super 60" or 10!
3. Complete a "Super 60" with weak hand (to develop strength and coordination in non-shooting hand, work both sides of the brain)
4. Wall passing – bounce passes, chest passes, overhead passes, 1 hand push pass and 1 hand catch
5. Tennis ball catch and dribble. Toss the tennis ball in the air or bounce it off the wall and catch it while you dribble with your other hand. Good for challenging dribbling and keeping head up
6. Footwork. Practice all your pivots and footwork. You don't even need to shoot or use a ball. Just get in triple threat position and practice your front pivot, reverse pivot, drop step, sweep, and step through. Practice them using different combinations. We want our players being able to use both pivot feet when they leave our program!

6. Stationary dribbling drills, here are just a few:

1. Front crossover
2. Side to side
3. Front to back
4. Combo of side to side & front to back
5. Alternating hands
6. Side to side
7. Rotating side to front
8. Around one leg - two dribbles
9. Figure 8
10. Between the legs - backwards
11. Crossover - 1 dribble between double crossovers
12. Crossover
13. Behind the back - 1 direction
14. Front - side to side
15. Between legs & behind back while maintaining other dribble
16. Between leg & crossover
17. One crossover & flip ball to other hand
18. Front between the legs
19. Low dribbling on one leg
20. Around one leg while power dribbling with other hand
21. Around one leg with each ball - low dribble
22. Around one leg while maintaining low dribble
23. One low, one high
24. Low figure 8
25. Crossover, crossover - side to side with one hand, front to back with other
26. Crossover & behind the back



SOCIAL MEDIA USE POLICY

Norths Basketball has adopted the Basketball Australia's Member Protection Policy By-Law. As a result of that adoption, Norths Basketball supports Basketball Australia's mission to ignite Australia's passion for basketball through growth, success and unity. Critical to the achievement of this mission is to provide a safe, fair and inclusive environment wherever basketball is played.

As part of providing a safe, fair and inclusive environment wherever basketball is played, Norths Basketball seeks to create a policy regarding the use of social media by those who participate in the sport.

Purpose

The purpose of this Social Media Use Policy (Policy) aims to assist Norths Basketball to uphold its core values by creating a safe, fair and inclusive environment for everyone associated with the sport of basketball.

Who is bound by this Policy?

This Policy applies to the following people whether they are in a paid or unpaid/voluntary capacity:

- a) Persons appointed or elected to boards, committees and sub-committees of Norths Basketball;
 - b) Employees of Norths Basketball;
 - c) Support personnel appointed or elected to teams and squads that represent Norths Basketball (including managers, physios, psychologists, sports trainers);
 - d) Coaches and assistant coaches appointed or elected to teams that represent Norths Basketball;
 - e) Athletes appointed or elected to teams that represent Norths Basketball;
 - f) Referees, umpires and other officials involved in the regulation of the sports appointed by Norths Basketball;
 - g) Members, including life members of Norths Basketball;
 - h) Any other person or organisation including spectators, parents/guardians and sponsors, who or which agree (whether express or implied) to be bound by this policy;
- (collectively, known as Norths Representatives)

Norths Basketball Social Use Policy

This Policy will continue to apply to a person, even after they have stopped their association or employment with Norths Basketball, if disciplinary action against that person has commenced.

Norths Representative Responsibilities regarding Social Media Use

1.1 Norths Representatives will:

- a) respect and maintain the privacy of others and upload photos of other Norths Representatives only with their consent;
- b) take the privacy of others seriously and keep people's personal information off social media;
- c) be proud of their opinions and claim them as their own, not Norths Basketball;
- d) Be polite and respectful of people and the communities in which you interact with on-line; and
- e) promote the sport in a positive way

1.2 Norths Representatives will not:

- a) Use social media for the purpose of fraud or any other activity that contravenes the laws of Australia, Norths Policies or Code of Conducts, or any applicable laws;
- b) Impersonate any other person or misrepresent their identity, role or position with Norths Basketball;
- c) Display preference or favouritism with regards clubs, athletes or other members;
- d) Upload or post blogs, status updates, tweets, emails or otherwise transmit:
 - a) Any content which is or has the potential to be offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate;
 - a. Any content that contains material which inaccurate, misleading or fraudulent;
 - b. Any content that contains material which would breach laws, court orders, undertakings or contracts.

1.3 Norths Representative will refrain from discussing matters related to Norths Basketball or its operations on the Norths Representatives' personal social media. Instead, matters related to Norths Basketball or its operations should be handled through more official channels (like email) or through Norths Basketball branded social media.

1.4 Norths Representatives must engage with social media only in the context described in their contract of employment, volunteer position or position with Norths Basketball.

1.5 Norths Representatives shall use their best judgment to respond to controversial or negative content posted by other people on Norths Basketball social media. In some cases, deletion of the material may be most prudent action. In other cases, responding publicly may be preferred. If a Norths Representative questions what is the correct action to take, the Norths Representative shall consult with another Norths Representative who has more decision-making authority at Norths Basketball.

1.6 Norths Representatives will use a clear and appropriate writing style.

Norths Basketball Responsibilities

Norths Basketball will:

- a) Properly vet and understand each social medium before using it as a method of communication for Norths Basketball-branded social media;
- b) Provide social media training when required;
- c) Monitor Norths Basketball branded social media.

Consequences if in breach of Policy

Failure to adhere to this Policy may permit discipline with Norths Disciplinary Measures (set out below), legal recourse, or termination of employment/volunteer position.

Norths Disciplinary Measures

Norths Basketball may impose disciplinary measures on an individual for a breach of this this policy. Any disciplinary measure will be:

- 1. Fair and reasonable;
- 2. Applied consistently with any contractual and employment rights or obligations;
- 3. Based on the evidence and information presented and the seriousness of the breach;
and
- 4. Determined in accordance with the Constitution, policies and/or rules of the sport.

Individual

Subject to any contractual or employment rights and obligations, if a finding is made by a Tribunal (Administrative or Disciplinary) that an individual has breached a Code of Conduct or any policy, one or more of the following forms of discipline may be imposed:

1. A direction that the individual makes a verbal and/or written apology;
2. A written warning;
3. A direction that the individual attend counselling to address their behaviour;
4. A withdrawal of any awards, scholarships, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by Norths Basketball or BNSW;
5. A demotion of the individuals to another location, role or activity;
6. A suspension of the individual's membership or participation or engagement in a role or activity;
7. A termination the individual's membership, appointment or engagement;
8. In the case of a coach or official, a direction that the relevant organisation de-register the accreditation of the coach or official for a period of time or permanently;
9. A fine; and/or
10. Any other forms of discipline that the Tribunal considers appropriate.



NORTHS

BASKETBALL

JUNIOR REPRESENTATIVE PLAYERS HANDBOOK



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