



Newcastle Basketball

WHS Employee Protection Policy

Newcastle Basketball strives to create and maintain a workplace environment where all employees are treated with courtesy, decency and respect.

Our organisation is characterised by mutual trust and the absence of intimidation, discrimination or harassment of any kind.

All employees and directors of Newcastle Basketball have the right to be treated fairly and correctly by work colleagues, volunteers, members and participants at all times.

Through enforcement of this policy, Newcastle Basketball will seek to prevent, correct and discipline behaviour that violates this policy.

Appropriate disciplinary action will be taken against anyone who violates this policy and that may include, but is not restricted to, a written warning, suspension or banning notice.

Violation of this policy includes any verbal or written comments made against any individual or group of employees, management, directors or the association as a whole.

This includes, but is not restricted to, comments made verbally, via email, or any public comments made through media platforms including social media posts, status updates or comments.

The Board of Directors at Newcastle Basketball are very clear in our objectives to foster and promote the sport of basketball in accordance with our Memorandum and Articles of Association.

Good governance, strict policies and procedures and effective competition by-laws allow us to provide a safe, fun and positive environment for members to enjoy participation in basketball.

Our coaches, referees, management and staff have the right to perform their roles without bullying, harassment, discrimination or intimidation of any kind.

Society is constantly evolving, as are the accepted behavioural standards within it, and it is our intention to keep Newcastle Basketball at the forefront of being a safe workplace for all.