



NETBALL NEW ZEALAND
Pōitarawhiri Aotearoa

REGULATIONS

OF
NETBALL NEW ZEALAND INCORPORATED

OCTOBER 2010

TABLE OF CONTENTS

1. GENERAL REGULATIONS

- 1.1 DEFINITIONS
- 1.2 COMMENCEMENT OF REGULATIONS AND REVOCATION OF STANDING ORDERS AND CHAMPIONSHIPS RULES
- 1.3 PLACE OF NNZ REGISTERED OFFICE
- 1.4 REGIONS AND REGIONAL ENTITIES
- 1.5 NETBALL CENTRES
- 1.6 ASSOCIATE MEMBER
- 1.7 REGISTRATION REGULATION
- 1.8 NNZ MEMBERSHIP FEES
- 1.9 NNZ LIFE MEMBERSHIP AND SERVICE AWARDS
- 1.10 SUBCOMMITTEES
- 1.11 FINANCE AND AUDIT COMMITTEE
- 1.12 HIGH PERFORMANCE ADVISORY GROUP
- 1.13 GAME DEVELOPMENT ADVISORY GROUP
- 1.14 MAORI AND PASIFIKA ADVISORY GROUP
- 1.15 POSTAL VOTING
- 1.16 FINANCIAL YEAR
- 1.17 COMMON SEAL
- 1.18 JUDICIARY COMMITTEE
- 1.19 COLOURS & LOGOS

2. ANTI-DOPING REGULATIONS

3. HARASSMENT FREE NETBALL REGULATIONS

- 3.1 WHAT IS THE PURPOSE OF THESE REGULATIONS?
- 3.2 WHAT DO THESE REGULATIONS COVER?
- 3.3 WHO DO THESE REGULATIONS APPLY TO?
- 3.4 WHAT IS THE STATUS OF THESE REGULATIONS?
- 3.5 WHAT IS HARASSMENT?
- 3.6 WHAT IS DISCRIMINATION?
- 3.7 NNZ GENERAL CODE OF CONDUCT & ETHICS
- 3.8 SCREENING
- 3.9 WHAT IS AN OFFENCE UNDER THESE REGULATIONS?
- 3.10 HOW DO YOU MAKE A COMPLAINT?
- 3.11 WHAT IS THE PROCESS IF YOU MAKE A COMPLAINT?
- 3.12 WHEN AND TO WHO ARE YOU REQUIRED TO NOTIFY OF ABUSE?
- 3.13 INVESTIGATION AND HEARINGS
- 3.14 WHAT PENALTIES MAY BE IMPOSED?
- 3.15 HOW CAN A PERSON APPEAL A DECISION?
- 3.16 WHAT DO WORDS IN THESE REGULATIONS MEAN?

4. DOMESTIC COMPETITION REGULATIONS

- 4.1 NEW ZEALAND CHAMPIONSHIPS
- 4.2 ELITE DOMESTIC COMPETITION REGULATIONS
- 4.3 NEW ZEALAND AGE GROUP NETBALL CHAMPIONSHIPS REGULATIONS
- 4.4 NEW ZEALAND SECONDARY SCHOOLS CHAMPIONSHIPS REGULATIONS

5. NETBALL FACILITIES REGULATIONS

6. SPONSORSHIP REGULATIONS

7 PRIVACY REGULATIONS

SCHEDULE 1

REGIONS

POSTAL VOTING FORM

GENERAL REGULATIONS

1. GENERAL REGULATIONS

1.1 DEFINITIONS

1.1.1 The words and phrases used in these Regulations shall have the same meaning as defined in the Constitution of NNZ, unless otherwise specified in these Regulations.

1.1.2 In addition to Regulation 1.1.1, the following words and phrases used in these Regulations shall mean as follows:

“Fun Ferns” means Netball played by players from aged 5-7 years as at 1 January in the year of competition.

“Future Ferns” means Netball played by players from aged 8 – 10 year olds as at 1 January in the year of competition.

“Intermediate School Team” means a Netball team of up to 12 players in which the players are attending a school at year 7 & 8 levels as at 1 January in the year of competition.

“Secondary School Team” means a Netball team of up to 12 players in which the players are attending secondary school or the equivalent years 9-13 of the school system as at 1 January in the year of competition.

“Senior Team” means a Netball team of up to 12 players in which the players are playing in a senior competition as at 1 January in the year of competition.

“Associate Member” means an organisation or body that has been granted membership in this category as determined by the Board of NNZ under Rule 5.5 and as outlined in Regulation 1.6.

1.2 COMMENCEMENT OF REGULATIONS AND REVOCATION OF STANDING ORDERS AND CHAMPIONSHIPS RULES

1.2.1 Under Rule 25.1 of the Constitution, the Board has determined that these General Regulations shall come into force on 1 March 2002.

1.2.2 The Board has also determined that the Standing Orders and Championship Rules are revoked effective 1 March 2002 and from that date shall have no force or effect.

1.3 PLACE OF NNZ REGISTERED OFFICE

- 1.3.1 Under Rule 2 of the Constitution, the Board has determined that the place of the registered office of NNZ shall be at the offices of NNZ being 145 Manukau Road, Epsom, Auckland, or such other place as is notified in writing to the Regional Entities.

1.4 REGIONS AND REGIONAL ENTITIES

- 1.4.1 **Regions:** Under Rule 6.1 of the Constitution, the Board has determined that the twelve (12) Regions shall be as depicted in Schedule 1.

- 1.4.2 **Approved Regional Entities:** Under Rule 6.2 of the Constitution, the Board has determined that, subject to Regulation 1.4.3, the twelve (12) Regional Entities shall be as follows:

Regional Entity	Region
Netball North Inc	Northern
Netball Auckland Waitakere Inc	Auckland Waitakere
Netball Counties Manukau Regional Entity Inc	Counties Manukau
Netball Bay of Plenty Inc	Bay of Plenty
Netball Waikato Region Inc	Waikato
Eastern Netball Region Inc	Eastern
Western Netball Inc	Western
Netball Wellington Region Inc	Wellington
Netball Tasman Inc	Tasman
Canterbury Netball Inc	Canterbury
Netball Otago Inc	Otago
Netball Southland Inc	Southland

- 1.4.3 **Additional Obligations of Regional Entities:** In addition to the obligations on Regional Entities under the Constitution, Regional Entities must have:

- (a) at least three or more Netball Centres as members;
- (b) not less than 100 Senior Teams registered with it in any one year.

1.4.4 If a Regional Entity:

- (a) has less than three Netball Centres as its members;
or
- (b) does not have 100 Senior Teams in each year for two consecutive years;

the Board may:

- (i) direct that the Regional Entity amalgamate and/or merge with another Regional Entity;
- (ii) intervene in the management of the Regional Entity under Rule 6.6 of the Constitution;
- (iii) terminate the membership of the Regional Entity under Rule 13.2.(b) of the Constitution; and/or
- (iv) take such other steps as it considers in the best interests of NNZ and netball.

1.4.5 **Register of Members:** Under Rule 6.5 of the Constitution the Board has determined that the following information shall be obtained and held by each Regional Entity on its register of members:

- (a) name of each Netball Centre, each Individual Member, each member of the Regional Entity's Board and such other official position within the Entity as the Regional Entity considers appropriate e.g. Executive Director, if applicable, name of each School Team and Club.
- (b) for each Netball Centre, the names of the President, the Secretary (or equivalent positions), the directors on the Netball Centre's board, and such other official positions as it considers appropriate eg Executive Director;
- (c) contact address and phone, email (if available), and facsimile (if available) for each of the members, directors and officials listed in (a) and (b);
- (d) class of membership (e.g. Individual Member, Life Member etc) for each of the members listed in (a);

- (e) for Individual Members, directors on the Regional Entity's Board and other individuals who are members of the Regional Entity, the occupations of each such person;
- (f) the date on which the member, director or official became a member of the Regional Entity;
- (g) coaching and umpiring qualifications of officials (if applicable); and
- (h) date of birth

1.4.6 The Regional Entity shall supply the information described in Regulation 1.4.5 to the Chief Executive on the following dates:

- (a) on or before 30 June each year; and
- (b) within 30 days of a request in writing by the Chief Executive to do so; and
- (c) within 30 days of any change, or of it being notified of any change, to the information.

1.4.7 Other Information: In addition to the information for the Register of Members, each Regional Entity shall supply to NNZ the following:

- (a) the names, addresses and contact details of the President, Secretary (or equivalent positions) and the directors of the board of the Regional Entity, by 31 March each year and within 20 days of any change to such details;
- (b) the names, addresses and contact details of the President, Secretary (or equivalent positions) and the directors of the board of each Netball Centre within its Region, by 31 March each year and within 20 days of any change to such details;
- (c) a copy of its annual report and the annual reports of each of the Netball Centres in its Region which shall include (a) the audited annual financial statements as required under the Incorporated Societies Act, and (b) an annual report of the years' activities by 31 March each year;

- (d) if either its or any of its Netball Centres' constitution/s or regulations have been amended since 1 April in the previous year, a copy of such documents (including the amendments) by 31 March each year;
- (e) number and type of teams i.e. Senior, Secondary, Intermediate, Future, Ferns, Fun Ferns and other, as listed on the annual membership questionnaire by 31 May each year;
- (f) a written report where any member of the Regional Entity (including a Netball Centre) has its membership of the Regional Entity terminated for any reason. Such report to be provided within 7 days of such termination;
- (g) provide to NNZ the names of the Delegates which will represent it, and, if applicable, any Netball Centre which is a member of the Regional Entity, at the Annual General Meeting by the due date as specified by the Chief Executive;
- (h) any alterations to the NNZ Constitution or other remits or general business for Council Meetings, by the due date as specified by the Chief Executive; and
- (i) any nominations for election of NNZ Elected Board Members by the due date as specified by the Chief Executive.

1.5 NETBALL CENTRES

1.5.1 **Application for Membership as a Netball Centre:** Under Rule 7.1 of the Constitution, a group of Individual Members who wish to form a Netball Centre shall apply to the Board of the regional entity in that region in writing by no later than 31 July in the year preceding the year in which membership is sought, or by such date as otherwise agreed by the Board and if it approves such application to further apply to the NNZ Board for its approval.

1.5.2 The application in Regulations 1.5.1 shall state:

- (a) the names and number of proposed Individual Members;
- (b) the number of proposed Netball Teams;
- (c) the proposed name of the Netball Centre;

- (d) details about the financial position of the proposed Netball Centre including proposed budget, proposed management plan, funding sources, proposed capital and assets, and such other matters as the Board may request;
 - (e) details about the administration structure of the proposed Netball Centre including providing proposed constitution and regulations, proposed staff/officials structure.
- 1.5.3 The application in Regulation 1.5.1 must be accompanied by a signed statement supporting the application by the Regional Entity in the Region in which the proposed Netball Centre proposes to become a member.
- 1.5.4 Upon receipt of an application under Regulation 1.5.1, the Board shall consider the application as soon as possible. It may request further information from the applicant(s). It may also make its own enquires including obtaining the views and information from other Netball Centres in the Region.
- 1.5.5 The Board shall determine whether or not the application is accepted and advise the applicants in writing. The approval may be granted subject to specific conditions being met.
- 1.5.6 Subject to complying with the conditions set out in regulation 1.5.7, an application to be a Netball Centre which is approved by the Board shall take effect no earlier than 1 February in the year following the year in which the application was submitted.
- 1.5.7 Following receipt of the notice by the Board approving an application to be a Netball Centre the applicants shall, as soon as practicable:
 - (a) take all the necessary steps to become an incorporated society with a constitution which is consistent with the constitutions of NNZ and the relevant Regional Entity, and to advise NNZ and the relevant Regional Entity when such incorporation is registered.

It is recommended that Netball Centres use the template constitution for Netball Centres prepared by NNZ:

- (b) make payment to NNZ of the Membership Fee for the relevant year;
- (c) make payment to the relevant Regional Entity of any membership fee other fees determined by it for the relevant year;
- (d) forward the register of its members to NNZ and the relevant Regional Entity; and
- (e) forward a copy of its constitution to NNZ and the relevant Regional Entity.

1.5.8 Upon all of the conditions in Regulation 1.5.7 and the Constitution being met, and any specific conditions imposed by the Board under Regulation 1.5.5, the Netball Centre shall be a member of NNZ and the relevant Regional Entity.

1.5.9 **Register of Members:** Under Rule 7.7 of the Constitution the Board has determined that the following information shall be obtained and held by each Netball Centre on its register of members:

- (a) name of each Individual Member, School Team (if applicable), Club (if applicable), and members of the board of the Netball Centre, registered with it;
- (b) for each School Team and Club, the names of the coach, manager or other contact person;
- (c) contact address and phone, email (if available), and facsimile (if available) for each of the members, directors and persons listed in (a) and (b) (e.g. Individual Member, Life Member etc)
- (d) class of membership for each of the members listed in (a);
- (e) for Individual Members, directors on the Netball Centre's board and other individuals who are members of the Netball Centre, the occupations of each such person;
- (f) the date on which the member, director or official became a member of the Netball Centre;
- (g) coaching and umpiring qualifications of officials (if applicable); and
- (h) date of birth for Members.

- 1.5.10 The Netball Centre shall supply the information described in Regulation 1.5.9 to the Secretary of the Regional Entity of which it is a member, on the following dates:
- (a) on or before 31 May each year; and
 - (b) within 30 days of a request in writing by the Chief Executive to do so; and
 - (c) within 30 days of any change, or of it being notified of any change, to the information.

1.5.11 **Other Information:** In addition to the information for the Register of Members, each Netball Centre shall supply to the Secretary of the Regional Entity of which it is a member, the following:

- (a) the names, addresses and contact details of the President, Secretary (or equivalent positions) and the directors of the board of the Netball Centre, by 1 March each year;
- (b) a copy of its annual report which shall include (a) the audited annual financial statements as required under the Act, and (b) an annual report of the years' activities for the last financial year by 1 March each year;
- (c) if either its constitution or regulations have been amended since 1 April in the previous year, a copy of such documents (including the amendments) by 1 March each year;
- (d) number and class of membership of teams as listed on the Annual Membership Questionnaire by 1 May each year.
- (e) a written report where any member of the Netball Centre has its membership of the Netball Centre terminated for any reason. Such report to be provided within 7 days of such termination;
- (f) provide to NNZ and the Secretary of the Regional Entity of which they are a member, the name of the Delegate which will represent it at the Annual General Meeting by no later than the due date as specified by the Chief Executive;

- (g) any alterations to the Constitution or other remits for Council Meetings, by the due date as specified by the Chief Executive;
- (h) any nominations for election of Elected Board Members by the due date as specified by the Chief Executive;

1.6 ASSOCIATE MEMBER

1.6.1 Under Rule 5.5 of the Constitution, the Board has determined a category of membership of NNZ which shall be Associate Member as defined in regulation 1.1.2.

- (a) The NNZ Board shall consider applications for Associate status from sports or organisations which:
 - (i) Do not meet the criteria for NNZ membership under any other category of members as listed in Rule 5; or
 - (ii) Are recognised by government agencies or crown entities as the governing body for their aspect of netball or are a sports related group recognised as important to New Zealand; or
 - (iii) Are recognised as the governing or representative body for that aspect of netball in New Zealand; and
 - (iv) Are governed by a constitution acceptable to NNZ.
- (b) Applicants for Associate Member status will be required to complete the application process as defined in the "Associate Member Policy".
- (c) Upon successful completion of the process for Associate Member status as detailed in the "Associate Member Policy", the application will be presented to the NNZ Board for acceptance by unanimous vote.
- (d) Applications which are unsuccessful shall be advised to the NNZ Board and the applicants.
- (e) Associate Members are not eligible to vote at the AGM, or a Special General Meeting. Their rights as Associate Members are determined by the NNZ Board from time to time and as contained in the Associate Member Policy.

- (f) The Board has determined that Associate Members shall pay by the 31st May each year a Membership fee which shall be set and advised annually.
- (g) The obligations under Rule 11 points (a) to (e), of the NNZ Constitution shall apply to all Associate Members.
- (h) An Associate Member which at any time fails to meet the criteria for this category of membership shall be automatically suspended.
- (i) The Board may by unanimous vote at a meeting of the NNZ Board expel from Associate Member status or suspend the Associate Membership of any Associate Member that has in the opinion of the Board acted in a manner which would bring disrepute to NNZ and/or netball in New Zealand.

1.7 REGISTRATION REGULATION

1.7.1 Commencement of Regulation

- (a) This Regulation was issued by the Board of NNZ on 25 February 2005 and comes into force on 1 March 2005.

History: This regulation was originally issued as two separate regulations – “Membership & Registration Regulations” and “Player Eligibility Regulations” These are now combined into one Regulation and amended.

1.7.2 Every individual member must register

- (a) Every individual member who is involved in any capacity with netball under the auspices of a Netball Centre, Regional Entity of NNZ must register as an individual member of a Netball Centre, Regional Entity or NNZ. Individual members include:
 - (i) **Players** - school, club, representative, Elite Domestic Competition team and other players playing in any competition under the auspices of a Netball Centre, Regional Entity or NNZ
 - (ii) **Officials** – all persons (not being players or Life Members) involved in netball under the auspices of a Netball Centre, Regional Entity or NNZ including coaches, umpires, managers, bench officials, volunteers, physiotherapists, other team assistants, employees, selectors,

examiners, board members, members of sub-groups or committees and any other persons appointed, elected or selected for a netball role whether paid or unpaid.

(iii) **Life Members** –of Netball Centres, Regional Entities or NNZ

- (b) By 30 June in each calendar year, every Netball Centre must provide its regional Entity with a register of its individual members who are registered in accordance with the Regulation. Any changes, deletions or additions to the Netball Centre's register or the individual member's details must be notified to the Regional Entity within 30 days of being advised of the amendment by the member. On request, each Regional Entity shall provide NNZ with access to and use of information on its register and Netball Centre registers.
- (c) Clauses 1.7.2 to 1.7.5 of this Regulation do not prevent any Netball Centre or Regional Entity from having its own rules regarding registration, provided such rules are not inconsistent with this Regulation. To the extent that there is any inconsistency, this Regulation shall prevail.

1.7.3 Registration of players:

- (a) To register as an individual member, every player (or guardian/parent if the player is under 18 years) must at the commencement of each Netball Season and no later than 31 May in each calendar year:
- (i) register as a member of a Netball Centre, Regional Entity by completing the NNZ membership form (or any other form approved by NNZ); and
 - (ii) pay or agree to pay in full any membership or other fees due to the Netball Centre, Regional Entity or NNZ by the due date in each year.
- (b) The completion by any player of any membership or registration form or other process other than the NNZ registration form shall be insufficient to the player to be registered as an individual member of a Netball Centre, Regional Entity or NNZ (unless otherwise approved by NNZ).

- (d) By registering as an individual member by 31 May in any calendar year, the player is deemed to be a member of and registered with the Netball Centre and/or the Regional Entity and NNZ for the period of that whole calendar year (1 January to 31 December).
- (e) A player may register with more than one Netball Centre in any one calendar year provided that such Netball Centres are in the same Region (except for the situation in clause 1.7.3(e)). A player registered in more than one Netball Centre must nominate which Netball Centre is her primary Netball Centre on the registration form. The primary Netball Centre shall take precedence if the player is selected as a representative player in both Centres.
- (f) A player may play and be registered as a player in two Regions if and only if, in one of the Regions she is playing for a school, and in the other region she is playing for a club. However, if this applies and the player wishes to be eligible as a representative player for a Netball Centre or Regional Entity, the Netball Centre and Regional Entity in which she is playing for a club shall take precedence, and the player must nominate the Netball Centre in which she is playing for a club as her primary Netball Centre on the registration form.
- (g) A player who is playing in a competition which is not under the auspices of a Netball Centre, Regional Entity or NNZ (such as school player in a separate school competition) is not required to register as an individual member. However where the player wants to be eligible as a representative player for a Netball Centre, Regional Entity, or NNZ, the player must register as an individual member in accordance with clause 1.7.3(a) above.
- (h) This Regulation does not prevent a player registered in one Netball Centre or Regional Entity from being registered as an Official in another Netball Centre or Regional Entity.
- (i) Where a player has not registered with any Netball Centre, Regional Entity or NNZ prior to 31 May in any calendar year and the player wishes to be registered with a Netball Centre, Regional Entity or NNZ for any period after 31 May to the end of that year, this player must apply in writing to the relevant Netball Centre, Regional Entity or NNZ for a dispensation. To qualify for the dispensation, the player must comply with any rules for registration of

the Netball Centre, Regional Entity or NNZ.

- (i) On receipt of the application for dispensation under clause (h), the Netball Centre, Regional Entity or NNZ may, in its sole discretion, decide whether to register the player as an individual member. If it grants the dispensation, all other clauses in this regulation shall apply.

1.7.4 Registration of Officials

- (a) To register as an individual member, every Official (or guardian/parent if the Official is under 18 years) must at the commencement of each netball season and no later than 31 May in each calendar year:
 - (i) register as a member of a Netball Centre, Regional Entity, or NNZ by completing the NNZ membership form annexed to this Regulation (or any other form approved by NNZ); and
 - (ii) pay or agree to pay in full any membership, or other fees due to the Netball Centre, Regional Entity or NNZ by the due date in each year.
- (b) The completion by an Official of any membership or registration form or other process other than the NNZ membership form shall be insufficient for the Official to be registered as an individual member of a Netball Centre, Regional Entity or NNZ (unless otherwise approved by NNZ).
- (c) By registering as an individual member by 31 May in any calendar year, the Official is deemed to be a member of and registered with its Netball Centre and/or the Regional Entity and NNZ for the period of that whole calendar year (1 January to 31 December).

1.7.5 Registration of Life Members

- (a) To register as an individual member, every person who is appointed a Life Member must as soon as practicable after appointment, register as a Life Member of a Netball Centre, Regional Entity or NNZ by completing the NNZ registration form (or any other form approved by NNZ).

1.7.6 Transfer of registration by players

- (a) If having registered as an individual member of a Netball Centre or Regional Entity in a calendar year, a player subsequently wishes to transfer her registration to another Regional Entity for the remainder of that calendar year, she may transfer her registration form from one Regional Entity to another Regional Entity if *all* of the following conditions are met:
- (i) The player was registered to play with a Netball Centre or Regional Entity by 31 May in that calendar year.
 - (ii) The player plays any outstanding fees or other moneys owing to that Netball Centre and/or Regional Entity and complies with any other requirements of that Netball Centre or Regional Entity as set out in their constitutions, rules or by-laws:
 - (iii) The player resigns her membership of that Netball centre or Regional Entity in writing.
 - (iv) The player obtains a clearance in writing from that Netball Centre and that Regional Entity to play for and be registered with another Regional Entity.

1.7.7 Release of Players

- (a) Where a player does not wish to transfer her registration from one Regional Entity to another but wishes to play in a specific competition representing another regional Entity, the player must apply for a release from the Regional Entity in which she is registered for that calendar year.

(A specific competition is a competition under the auspices of NNZ – NZ Championships and NZ Age Group Netball Championships.)

- (b) The original Regional Entity has the right to refuse the release, but it shall not unreasonably refuse the release and shall make every attempt to act in the player's best interest. A reasonable ground for refusal includes but is not limited to the desire by the Regional Entity to select that player in its own representative team.

1.7.8 Transfer/Release clauses do not apply to Elite Domestic Competition players

- (a) Clauses 1.7.6 (transfer) and 1.7.7 (release) of this Regulation do not apply to Elite Domestic Competition players. Therefore, a player may represent an Elite Domestic Competition Team outside the Regional Entity in which that player is registered without having to complete a transfer or apply for a release under this regulation provided that the player and the franchises comply with all NNZ rules pertaining to that competition.

1.7.9 Disputes

- (a) If there is any dispute about the interpretation, operation or application of this Regulation (or any matter not provided for in this Regulation) in a Netball Centre or between Netball Centres in a Region the Netball Centre(s) concerned shall seek to resolve the dispute by mutual agreement. If no agreement is reached the Netball Centre(s) may refer the dispute to their Regional Entity. The regional Entity shall determine such dispute and its decision shall be final and binding.
- (b) If there is any dispute about the interpretation, operation or application of this Regulation (or any matter not provided for in this Regulation) to a Regional Entity or between Regional Entities, the Regional Entity(ies) concerned shall seek to resolve the dispute by mutual agreement. If no agreement can be reached the Regional Entity(ies) concerned may refer the matter to NNZ who shall:
 - (i) Appoint a person (which may be a NNZ employee or officer) to mediate the dispute and attempt to reach an agreement between the parties.
 - (ii) If no agreement can be reached, refer this matter to the Board of NNZ whose decision shall be final and binding in accordance with rule 29.1 of the NNZ Constitution.

1.7.10 **Breach of Regulation**

- (a) It is the responsibility of Netball Centres and Regional Entities to ensure that all players and Officials comply with this Regulation. Any Netball Centre or Regional Entity which itself breaches the Regulation or has a player in breach of this Regulation may be disciplined by NNZ under the

NNZ Constitution, and any games played and/or points gained in relation to the breach may be forfeited.

- (b) Any player or Official who breaches this Regulation may be disciplined by NNZ under the NNZ Constitution
- (c) and games played and/or points gained in relation to the breach may be forfeited.

1.8 NNZ MEMBERSHIP FEES

1.8.1 Under Rule 10.1 of the Constitution the Board has determined that the following Membership Fees are payable by all Regional Entities or Associate Members as follows:

- | | |
|------------------------------------|----------------|
| (a) Senior Team | NIL |
| (b) Secondary Team | NIL |
| (c) Intermediate/Future Ferns Team | NIL |
| (d) Fun Ferns Team | NIL |
| (e) Summer League/Social Team | NIL |
| (f) Associate Member Organisation | \$250 plus GST |

1.8.2 Under Rule 6.5 each Regional Entity shall submit to NNZ in each year the total number of teams or individuals that it has registered under the following categories:

- (a) Senior Team
- (b) Secondary Team
- (c) Intermediate/Future Ferns Team
- (d) Fun Ferns Team
- (e) Summer League/Social Team

Regional Entities are to submit the numbers in the categories above by 31 July. Any additional teams or individual numbers registered after this date to be submitted to NNZ by 1 November.

1.9 NNZ LIFE MEMBERSHIP AND SERVICE AWARDS

- 1.9.1 **NNZ Life Membership and Service Award Committee:**
There shall be a NNZ Life Membership and Service Award Committee which functions are to:
- (a) consider nominations and make recommendations to the Council of persons it considers should be granted a service award of NNZ (“Service Award”); and
 - (b) consider nominations and make recommendations to the Council of persons it considers should be granted Life Membership of NNZ.
- 1.9.2 The NNZ Life Membership and Service Award Committee shall comprise of three persons who shall be appointed by the Board for a three year term.
- 1.9.3 Nominations for members of the NNZ Life Membership and Service Award Committee must be made by a Member in the approved form and shall be received at the registered office of NNZ in accordance with the appointment terms.
- 1.9.4 The Board may fill any vacancy in the NNZ Life Membership and Service Award Committee.
- 1.9.5 The term of office for a member of the NNZ Life Membership and Service Award Committee shall be three years, however a member may be re-appointed for consecutive terms of office.
- 1.9.6 The members of the NNZ Life Membership and Service Award Committee shall, by agreement, determine which one of them will be the convenor of the Committee.
- 1.9.7 **Nomination Process for Life Membership:** Under Rule 9.1 of the Constitution, a person shall be nominated for Life Membership of NNZ by either the Board, a Regional Entity or a Netball Centre in accordance with the Procedure for Nomination.
- 1.9.8 To be eligible for nomination as a Life Member, the nominee must:
- (a) hold a NNZ Service Award at the time of nomination; and
 - (b) have provided an outstanding contribution to netball that has enhanced the game nationally and/or internationally.

- 1.9.9 Nominations must be received in writing by the Chief Executive by no later than the due date, in each year setting out the following:
- (a) full name and address of nominee;
 - (b) date on which the NNZ Service Award was awarded; and
 - (c) details of the outstanding service the nominee has made to netball;
 - (d) other information as requested.
- 1.9.10 Nomination Process for Service Award: A person may be nominated for a NNZ Service Award by either the Board, a Regional Entity or a Netball Centre.
- 1.9.11 To be eligible for nomination for a NNZ Service Award, the nominee must have made a significant contribution to netball that has enhanced the game at local, national and/or international level.
- 1.9.12 Nominations must be received in writing by the Chief Executive by no later than the due date in each year setting out the following:
- (a) full name and address of nominee;
 - (b) details of the excellent service the nominee has made to netball; and
 - (c) other information as requested.
- 1.9.13 The Life Member and Service Award Committee shall consider all nominations with reference to the NNZ Service Awards and Life Member Awards Policies and Procedures as issued from time to time.
- 1.9.14 **Recommendation:** The Chief Executive shall forward all nominations for Life Membership and NNZ Service Awards to the Life Membership and Service Award Committee. Following receipt by the NNZ Life Membership and Service Award Committee of any such nominations, the Committee shall consider the nominations and make any additional enquires it considers appropriate. It shall then forward any recommendation(s) for Life Membership and/or NNZ Service Awards to the Chief Executive by no later than the due date. There shall be no obligation on the Committee to make any recommendation(s).

- 1.9.15 On receipt of any recommendations for Life Membership and/or NNZ Service Awards, the Chief Executive shall notify those Regional Entities and Netball Centres who have submitted such recommendations, whether or not the recommendation was successful, within not less than thirty (30) days prior to the Annual General Meeting.
- 1.9.16 **Voting:** In accordance with Rule 9.1 of the Constitution, if there are any recommendations for Life Membership and/or NNZ Service Awards, they will be awarded if a two-thirds majority of those entitled to vote at an Annual General Meeting do so in favour of each such recommendation.

1.10 SUBCOMMITTEES

- 1.10.1 In addition to the permanent sub-committees as set out in these Regulations 1.9 to 1.11, the Board may establish other sub-committees of the Board, whether permanently or on an ad hoc basis, as it considers necessary.
- 1.10.2 The Board shall determine the Terms of Reference for each sub-committee prior to its appointment.
- 1.10.3 Subject to any specific Regulations which provide otherwise, the persons appointed to each sub-committee shall be determined by the Board or person(s) delegated this responsibility on its behalf.
- 1.10.4 Unless the Regulations provide otherwise, for all appointments to sub-committees the Board shall:
- (a) develop a job description for each position on each sub-committee, and make this available to potential applicants;
 - (b) determine the skills and competencies required for each position and make this available to potential applicants;
 - (c) invite applications, or expressions of interest, for all sub-committees by notifying the Regional Entities, Netball Centres and as many other Members and interested people as possible.

- 1.10.5 Every appointment to a sub-committee shall be for a term of office of two years from the commencement of the appointment, unless expressly stated otherwise. At the end of the two year period the person shall be deemed to have retired but may be reappointed to the same, or any other position, on a sub-committee.
- 1.10.6 The Board may revoke any appointment to any sub-committee at any time upon written notice to the appointee.

1.11 FINANCE AND AUDIT COMMITTEE

- 1.11.1 **Sub Committee:** There shall be a sub-committee of the Board known as the Finance and Audit Committee. The purpose of this committee is to assist the Board in carrying out its fiscal responsibilities. In particular this committee will assist the Board in discharging its duties relating to the safeguarding of assets, the operation of adequate systems and controls, and the preparation of annual financial statements.
- 1.11.2 **Composition:** The Finance and Audit Committee shall comprise of up to six (6) members with four (4) members being two (2) members appointed by the Board annually, the Chief Executive and the Finance Manager (or other relevant position as determined by the Board). The Board shall appoint one of the Board appointees to be the Chairperson. The Board shall also fill any vacancy on the Committee. The Finance and Audit Committee shall have the right to co-opt other members to the Committee from time to time for the purpose of achieving specific objectives.
- 1.11.3 **Powers:** The Finance and Audit Committee shall, in respect of the matters for which it has a function (as set out in Regulation 1.9.4), have the power to:
- (a) make enquiries on behalf of the Board including retaining advisors and experts to assist it in such enquiries;
 - (b) develop draft policies and procedures for approval by the Board;
 - (c) delegate its powers and functions to an individual or a working group;
 - (d) only incur any expense (eg advisors fees) which is approved by the Board;

- (e) make recommendations to the Board.

The Committee shall have no power to make decisions on behalf of the Board or NNZ. It shall assist the Board as the governors of NNZ and shall not be involved in the management of NNZ, except to the extent it is directed to do so by the Board.

1.11.4 **Functions:** The functions of the Finance and Audit Committee are to:

- (a) prepare the annual financial statements and budget prior to approval by the Board;
- (b) develop and ensure the effectiveness of NNZ's systems of internal financial control;
- (c) assess and review the quality of financial information produced;
- (d) ensure all statutory requirements of NNZ are complied with;
- (e) recommend the terms of reference for the annual external audit; and
- (f) develop financial information and systems related policies and procedures.

1.11.5 **Procedures:** The Finance and Audit Committee shall meet at least once every quarter of the year and at such other times as are necessary to carry out its functions. Each member of the Committee is expected to attend every meeting (whether in person or by tele-conference). Each member shall be entitled to one vote. Where there is any matter within its functions which may give rise to a conflict of interest, (for example in relation to salaries of staff) the relevant members of the Committee shall not be entitled to vote and shall declare their conflict of interest to the Board and the Committee. In this situation the Board may appoint person(s) to replace that Committee member in respect of the matter which gives rise to the conflict of interest.

1.12 HIGH PERFORMANCE ADVISORY GROUP

1.12.1 **Sub Committee:** There shall be a sub-committee of the Board known as the High Performance Advisory Group. The purpose of this group is to assist the Board on developing strategies and resources for the high performance component of Netball in New Zealand.

1.12.2 **Composition:** The High Performance Advisory Group shall comprise of up to six (6) members appointed by the Board which shall include up to two (2) Board Members, one of which shall be the Chairperson (as determined by the Board). The Board shall fill any vacancy on the Group.

The High Performance Advisory Group shall have the right to co-opt other members to the Group from time to time for the purpose of achieving specific objectives.

1.12.3 **Powers:** The High Performance Advisory Group shall, in respect of the matters for which it has a function (as set out in Regulation 1.11.4), have the power to:

- (a) make enquiries on behalf of the Board including retaining advisors and experts to assist it in such enquiries;
- (b) delegate its powers and functions to an individual or a working group;
- (c) make recommendations to the Board.

The Committee shall have no power to make decisions on behalf of the Board or NNZ. It shall assist the Board as the governors of NNZ and shall not be involved in the management of NNZ, except to the extent it is directed to do so by the Board.

1.12.4 **Functions:** The functions of the High Performance Advisory Group are to advise the board on:

- (a) develop strategies for high performance Netball for inclusion in the planning for NNZ;
- (b) reviewing and measuring the progress of high performance Netball against approved plans; and
- (c) review and recommending programme initiatives in high performance Netball.

- 1.12.5 **Procedures:** The High Performance Advisory Group shall meet at as required at such other times as are necessary to carry out its functions. Each member of the Group is expected to attend every meeting (whether in person or by tele-conference).

1.13 GAME DEVELOPMENT ADVISORY GROUP

- 1.13.1 **Sub Committee:** There shall be a sub-committee of the Board known as the Game Development Advisory Group formed from time to time to advise on specific game development matters. The purpose of this group is to advise the Board on developing strategies and resources for the development of the game of Netball in New Zealand.

- 1.13.2 **Composition:** The Game Development Advisory Group shall comprise of members appointed by the Board for the specified purpose.

- 1.13.3 **Powers:** The Game Development Advisory Group shall, in respect of the matters for which it has a function (as set out in Regulation 1.12.4), have the power to:

- (a) make enquiries on behalf of the Board including retaining advisors and experts to assist it in such enquiries;
- (b) delegate its powers and functions to an individual or a working group;
- (c) make recommendations to the Board.

The Group shall have no power to make decisions on behalf of the Board or NNZ. It shall assist the Board as the governors of NNZ and shall not be involved in the management of NNZ, except to the extent it is directed to do so by the Board.

- 1.13.4 **Functions:** The functions of the Game Development Advisory Group are to:

- (a) Recommend strategies for the development of the game of Netball for inclusion in the planning for NNZ and
- (b) review and make recommendations of programme initiatives relating to the development of the game of Netball.

- 1.13.5 **Procedures:** The Game Development Advisory Group shall meet at such times as are necessary to carry out its

functions. Each member of the Group is expected to attend every meeting (whether in person or by tele-conference)

1.14 MAORI AND PASIFIKA ADVISORY GROUP

- 1.14.1 **Sub Committee:** There shall be a sub-committee of the Board known as the Maori and Pasifika Advisory Group.

The purpose of this group is to assist the Board on developing strategies and resources for the development of the game of Netball in New Zealand for Maori and Pacific Islanders.

- 1.14.2 **Composition:** The Maori and Pasifika Advisory Group shall comprise of up to eight (8) members appointed by the Board which shall include a staff member of Netball New Zealand.

The Maori and Pasifika Advisory Group shall have the right to co-opt other members to the group from time to time for the purpose of achieving specific objectives.

- 1.14.3 **Powers:** The Maori and Pasifika Advisory Group shall, in respect of the matters for which it has a function (as set out in Regulation 1.13.4), have the power to:

- (a) make enquiries on behalf of the Board including retaining advisors and experts to assist it in such enquiries;
- (b) delegate its powers and functions to an individual or a working group;
- (c) make recommendations to the Board.

- 1.14.4 **Functions:** The functions of the Maori and Pasifika Advisory Group are to:

- (a) develop partnerships between NNZ and Maori and NZ based Pacific Islands Netball Groups;
- (b) recommend strategies for the management, retention and holistic development of Maori and NZ based Pacific Island players, coaches and officials

- 1.14.5 **Procedures:** The Maori and Pasifika Advisory Group shall convene at least twice a year and at such other times as are necessary to carry out its functions. Each member of the Group is expected to attend every meeting (whether in person or by tele-conference).

1.15 POSTAL VOTING

- 1.15.1 If, under Rule 18.14 of the Constitution, the Board considers it appropriate for an item(s) to be voted upon for a Council Meeting to be determined by post, the process for doing so shall be as set out in this Regulation.
- 1.15.2 The Delegate of a Regional Entity, a Netball Centre or the Board may submit to the Chief Executive a motion to be determined by postal vote provided that such remit is made within not less than sixty (60) days prior to a scheduled Council Meeting and is accompanied by explanation of the purpose and impact of the proposed motion.

1.16 FINANCIAL YEAR

- 1.16.1 Under Rule 19.1 of the Constitution, the Board has determined that the financial year of NNZ shall commence on the 1st of December and end on the 30th day of November in the next year.

1.17 COMMON SEAL

- 1.17.1 Under Rule 21.2 of the Constitution, the Board has determined that the common seal of NNZ shall be held in a secure place by the Chief Executive.
- 1.17.2 The common seal shall be used for execution of all deeds entered into by NNZ. The seal need not be, but may be, used for any contracts or agreements entered into by NNZ.
- 1.17.3 When the common seal is proposed to be used, the Chief Executive shall obtain the Board's approval prior to execution.

1.18 JUDICIARY COMMITTEE

- 1.18.1 **Jurisdiction:** In the event that the Board refers an allegation, appeal or matter to the Judiciary Committee under Rule 22.1(a) or (b) or 22.2.1 of the Constitution, the procedure set out in this Regulation shall apply.
- 1.18.2 **Procedures:** The Board shall clearly set out in writing the allegation, appeal or matter(s) required to be investigated or determined by the Judiciary Committee.

1.19 COLOURS & LOGOS

- 1.19.1 Under Rule 28.1 of the Constitution, the colours of NNZ and any national representative Netball team are black, white and silver
- 1.19.2 NNZ owns a number of trademarks, logos and brands as set out in Schedule 2 to these Regulations/
- 1.19.3 No Regional Entity, Netball Centre or Member of NNZ may use any of NNZ's trademarks, logos and brands, whether or not they are registered trademarks, without first obtaining the prior written permission of the Chief Executive.

ANTI-DOPING REGULATIONS

2. ANTI-DOPING REGULATIONS

- 2.1 Netball New Zealand as the recognised governing body of netball in New Zealand:

Condemns the use of Prohibited Substances and Prohibited Methods in sport.

Seeks to protect the health and welfare of Athletes by removing the use of potentially dangerous Prohibited Substances and Prohibited Methods from sport.

Seeks to ensure that Athletes are able to compete in fair and equitable sporting events, and

Recognise that Doping is fundamentally contrary to the spirit of sport

- 2.2 The Board has resolved that the document entitled the Sports Anti-Doping Rules made by Drug Free Sport New Zealand (DFS) under the provisions of the Sports Anti-Doping Act 2006 and as amended from time to time by DFS shall be binding on Members as Regulations and shall have the same force and effect as if they were issued as Regulations.

- 2.3 Netball New Zealand or Netball New Zealand Member Organisations will educate and inform Athletes and Athlete Support Personnel about issues concerning doping in sport, including by:

- (a) Circulating or providing Athletes and Athlete Support Personnel with information materials and resources on doping in sport, and
- (b) Cooperating with the DFS, IFNA, the World Anti-Doping Agency (WADA) and other relevant Anti-Doping Organisations to implement drug education and information programmes for Athletes and Athlete Support Personnel.

Access to the current policy may be made through the NNZ website – and other usual NNZ communication channels.

HARASSMENT FREE NETBALL REGULATIONS

3. HARASSMENT FREE NETBALL REGULATIONS

3.1 WHAT IS THE PURPOSE OF THESE REGULATIONS?

- 3.1.1 The purpose of these Regulations is to protect the health, safety and well being of all NNZ members and of those who participate in the activities of NNZ and its Members.
- 3.1.2 NNZ also seeks to provide a safe environment for those participating in the activities of NNZ and its Members.
- 3.1.3 These Regulations confirm that NNZ will not tolerate harassment, discrimination or abuse of those involved in its activities.
- 3.1.4 These Regulations also record NNZ's commitment to strong ethical principles and its requirement that all Members participating in its activities must comply with principles of responsible and professional behaviour.
- 3.1.5 NNZ believes everyone who participates in its activities has the right to be treated with respect and dignity. They also have the right to have any Complaints dealt with in a fair, confidential and sensitive manner, and to be given the opportunity to be heard before any penalties are imposed.
- 3.1.6 These Regulations also recognise that certain types of harassment and discrimination are unlawful and that the notification of abuse, in certain cases, is a legal requirement.

3.2 WHAT DO THESE REGULATIONS COVER?

- 3.2.1 These Regulations detail a number of ways in which NNZ seeks to fulfil the purposes set out in Part 3.1.
- 3.2.2 These include the following:
 - (a) it is an offence under these Regulations to engage in "Harassment", including engaging in abuse (see Parts 3.5 and 3.6);
 - (b) it is an offence under these Regulations to engage in "Discrimination" (see Part 3.6);
 - (c) all coaches, managers, administrators, other officials and players are bound by a Code of Conduct and Ethics (see Part 3.7 and attachments);

- (d) NNZ has the right to undertake screening and to undergo a rigorous recruitment process for certain roles (see Part 3.8);
- (e) the requirement to notify abuse in certain situations (see Part 3.12);
- (f) a process for making a Complaint about a possible breach of these Regulations (see Part 3.10);
- (g) a process for investigating and hearing a matter (see Part 3.13);
- (h) a list of possible penalties which can be imposed (see Part 3.14); and
- (i) an appeal process (see Part 3.15).

3.3 WHO DO THESE REGULATIONS APPLY TO?

3.3.1 Subject to paragraph 3.3.2, these Regulations apply to Members of NNZ, as defined in the Constitution of NNZ, namely:

- (a) Regional Entities;
- (b) Netball Centres;
- (c) Individual Members which include:
 - (i) persons who are members of a Club or a School Team eg players, and teachers;
 - (ii) the President of NNZ, each Regional Entity and Netball centre (called “Officers”);
 - (iii) individuals who are appointed to positions of responsibility within NNZ, a Regional Entity or Netball Centre such as board members, national selectors and examiners (called “Appointed Personnel”);
 - (iv) individuals who play, umpire, officiate, coach or manage a Netball Team competing in any Netball game held by or under the auspices of NNZ, a Regional Entity, a Netball Centre or a Club, and who pay their membership fee;
- (d) Life Members of NNZ.

- 3.3.2 A Regional Entity or Netball Centre may use their own Regulations if such Regulations;
- (a) make Harassment (as defined in NNZ Regulations) an offence;
 - (b) set out a complaints procedure and impose sanctions consistent with these Regulations;
 - (c) are otherwise consistent with NNZ Regulations;
 - (d) have been approved by NNZ;

Where the Regional Entity or Netball Centre Regulations do not cover matters contained in NNZ Regulations, then NNZ Regulations shall apply.

3.4 WHAT IS THE STATUS OF THESE REGULATIONS?

- 3.4.1 These Regulations shall come into force on 1 April 2002.
- 3.4.2 These Regulations are issued by the Board of NNZ under Rule 25 of the NNZ Constitution.
- 3.4.3 Regional Entities and Netball Centres are required to take reasonable steps to make their members aware of these Regulations by distributing them and/or making them accessible.
- 3.4.4 These Regulations may be changed from time to time by the Board of NNZ.

3.5 WHAT IS HARASSMENT?

- 3.5.1 Harassment is any behaviour by a person to whom these Regulations apply which is offensive, abusive, belittling or threatening and is directed at any other person or group of people and which refers to a particular characteristic of that person or group of people.
- 3.5.2 Whether or not the behaviour is "Harassment" is to be determined from the point of view of the person receiving the Harassment. The recipient must consider the behaviour to be unwelcome. It does not matter whether or not the person harassing intended to offend. The behaviour must also be assessed objectively in that it must be the type of behaviour which a reasonable person would find unwelcome.

3.5.3 Harassment can be expressed or implied, physical, verbal or non-verbal. Examples include, but are not limited to:

- (a) Abusive behaviour aimed at humiliating or intimidating;
- (b) Jokes or comments directed at a person's body, looks, age, race, religion, sexual orientation or disability (this may also be Discrimination);
- (c) Unwelcome remarks including teasing, name calling or insults (for example to judges or other officials);
- (d) Innuendoes or taunting;
- (e) Offensive emails, letters, notes;
- (f) Displaying offensive materials e.g. posters, computer screen savers;
- (g) Sexual propositions (see also Sexual Harassment).

3.5.4 Harassment includes:

- (a) Sexual Harassment (see paragraphs 3.5 to 3.7 below);
- (b) Discrimination (see Part 3.6), and
- (c) Abuse (see paragraphs 3.5.8 to 3.5.10 below).

3.5.5 Under these Regulations Sexual Harassment means:

- (a) an unwelcome sexual advance, or
- (b) an unwelcome request for sexual favours, or
- (c) unwelcome conduct of a sexual nature (including a statement, orally or in writing, of a sexual nature)

in circumstances where a reasonable person would have anticipated that the person being harassed would be offended, humiliated or intimidated.

- 3.5.6 Sexual harassment is often, but need not be, behaviour which either:
- (a) involves blackmail or a quid pro quo, in that the harassment is accompanied by a direct or implied threat, promise or benefit. For example: - a coach who implies that a player's selection in a team is dependent on compliance with a sexual proposition; or
 - (b) For example: - a coach who creates a hostile or sexually permeated environment in that the harassment consists of crude remarks, jokes, the display of offensive material or making the environment uncomfortable.
- 3.5.7 Examples of Sexual Harassment may include:
- (a) Uninvited touching, kissing, embracing, massaging,
 - (b) Staring, leering, ogling,
 - (c) Smutty jokes and comments,
 - (d) Persistent or intrusive questions about people's private lives,
 - (e) Repeated invitations to go out, especially after prior refusal,
 - (f) Sexual propositions,
 - (g) The use of promises or threats to coerce someone into sexual activity,
 - (h) The display of sexually explicit material e.g. internet use, computer screen savers,
 - (i) Getting undressed in front of others of the opposite sex,
 - (j) Invading the privacy of others while showering or toileting,
 - (k) Photographing others while undressing, showering or toileting,
 - (l) Sleeping in close quarters with children without other adults present,

(m) The use of offensive emails, letters, faxes, notes,

(n) Sexual insults and name calling.

3.5.8 Sexual Harassment may be a criminal offence. Examples of such an offence would be indecent assault, rape, sex with a minor, obscene telephone calls or letters. If you have any doubt that an offence may have been committed you should notify the Police.

3.5.9 Abuse is also Harassment. Under these Regulations it includes:

(a) physical abuse (e.g. assault);

(b) emotional abuse, (e.g. blackmail, repeated requests or demands);

(c) neglect in relationships (i.e. failure to provide the basic physical and emotional necessities of life);

(d) abuse of power which the harasser holds over the harassed.

Examples of relationships in (c) that involve a power disparity include a coach-player, manager-player, employer-employee, doctor-patient. People in such positions of power need to be particularly wary not to exploit this power.

3.5.10 Examples of Abuse include:

(a) Bullying and humiliation of players by coaches;

(b) Abuse and insults directed by players or parents at opposing participants;

(c) Abuse of umpires by players and coaches;

(d) Physical intimidation of other players while in competition;

(e) Practical jokes which cause embarrassment or which endanger others' safety.

3.5.11 Some forms of abuse may constitute a criminal offence, for example assault. If you have any doubt that an offence may have been committed you should notify the Police.

3.5.12 Harassment is an offence under these Regulations (see Part 3.9) and will be dealt with in accordance with these Regulations (see Parts 3.10 to 3.15).

3.6 WHAT IS DISCRIMINATION?

3.6.1 Discrimination is treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have.

3.6.2 The attributes or characteristics are:

- (a) Age;
- (b) Disability – this includes loss of bodily function (e.g. deaf or blind), presence of disease (e.g. hepatitis or HIV), loss of part of the body, disfigurement, malfunction of part of the body, psychological disease, slow learning difficulties;
- (c) Marital status – this covers whether the person is single, married, de facto, married but living separately from one's spouse, divorced, or widowed;
- (d) Parental/Carer status – this includes whether the person is a step parent, adoptive parent, foster parent or guardian and also includes whether the person is childless or is a carer (e.g. of children, or other dependents);
- (e) Physical features – this includes a person's weight, size, height and other physical features;
- (f) Political belief/activity;
- (g) Pregnancy – this includes whether the person is with child, has the supposed signs or symptoms of pregnancy (e.g. large stomach, morning sickness);
- (h) Race;
- (i) Religious belief/activity;
- (j) Sex or gender;
- (k) Sexual orientation.

3.6.3 The areas of public life in which Discrimination under these Regulations are not permitted are in:

- (a) employment (including unpaid employment) by NNZ, a Regional Entity or a Netball Centre;
- (b) the provision of goods and services by NNZ, a Regional Entity or a Netball Centre;
- (c) the selection or otherwise of any person for competition (domestic or international) by or on behalf of NNZ, a Regional Entity or a Netball Centre;
- (d) the entry or otherwise of any player or other person to any competition held by or under the auspices of NNZ, a Regional Entity or a Netball Centre (note the exception in paragraph 3.6.9 below);
- (e) membership (including the rights and privileges of membership) of NNZ, a Regional Entity or a Netball Centre.

3.6.4 Not only is Discrimination unlawful, but NNZ also considers it is wrong. It denies people a chance by judging them on the basis of stereotypes or having assumptions about what they can or cannot achieve.

3.6.5 Discrimination also includes indirect discrimination. This is where a person imposes or intends to impose a requirement, condition or practice which on its face is not discriminatory, but it has the effect of discriminating against a person(s) with a particular attribute.

3.6.6 Discrimination also includes victimisation. This is where a person is subject to or suffers any detriment or unfair treatment, because that person has or intends to pursue their legal rights under any legislation or these Regulations.

3.6.7 Requesting, assisting, instructing, inducing or encouraging another person to engage in discrimination, is also Discrimination.

3.6.8 In addition to the description of Discrimination in paragraphs 3.6.1 to 3.6.7, any behaviour or conduct which is discrimination under the *Human Rights Act 1993* or the *Employment Relations Act 2000* is discrimination for the purposes of these Regulations.

3.6.9 Discrimination **is** permitted if one of the exemptions under the *Human Rights Act* applies. These include the following:

- (a) in relation to participating in any competitive sporting activity (such as a netball) discrimination on the basis of a person's sex **is** permitted if the strength, stamina and physique of the competitors is relevant. However this exception cannot be used to discriminate against the coaching, umpiring or administering of a competitive sporting activity (eg netball);
- (b) for reasons of health and safety, Discrimination because of a person's disability is permitted if there would be a risk of harm to that person or to others of they were to take part in the competitive sporting activity, and it is not reasonable to take that risk (for example a risk of infecting others with an illness).

3.6.10 Discrimination is an offence under these Regulations (see Part 3.8) and will be dealt with in accordance with these Regulations (see Parts 3.10 to 3.15).

3.7 NNZ GENERAL CODE OF CONDUCT & ETHICS

- 3.7.1 To protect the health, safety and well being of all the people participating in the activities of NNZ and its members, NNZ has developed and issued a NNZ General Code of Conduct and Ethics. It is attached to these Regulations, and forms a part of them.
- 3.7.2 The NNZ General Code of Conduct and Ethics applies to the same people to whom these Regulations apply. (see Part 3.3).
- 3.7.3 The NNZ General Code of Conduct and Ethics is designed to reinforce conduct which NNZ considers is appropriate and to discourage behaviours which NNZ considers inappropriate. It sets criteria to help those to whom it applies to distinguish between correct and incorrect moral judgments.
- 3.7.4 Breach of the NNZ General Code of Conduct and Ethics, is an offence under these Regulations (see Part 3.9) and will be dealt with in accordance with these Regulations (see Parts 3.10 to 3.15).

3.8 SCREENING

- 3.8.1 Another way in which NNZ seeks to protect the health, safety and well being of all the people participating in the activities of NNZ and its Members, is to screen preferred applicants for certain roles.
- 3.8.2 Screening (as set out in paragraph 3.8.4) is highly recommended but not mandatory for preferred applicants in the following types of roles:
- (a) coaches who are employed or contracted by NNZ for reward or on a voluntary basis.
 - (b) persons appointed by NNZ to a role in which that person is likely to have individual and unsupervised contact with players under 18 years of age.
 - (c) any person appointed by NNZ, Regional Entities or Netball Centres to a role where that person has been the subject of rumour, suspicion or complaints regarding harassment or abuse.
- 3.8.3 Screening is highly recommended, but not mandatory, for those person seeking appointment in the following types of roles:
- (a) coaches who are employed or contracted by Regional Entities and Netball Centres for reward.
 - (b) volunteer coaches appointed by Regional Entities or Netball Centres who are likely to travel away from their usual residence with teams of players under 18 years of age;
 - (c) persons appointed by Regional Entities or Netball Centres to a role in which that person is likely to have individual and unsupervised contact with players under 18 years of age;

- (d) volunteer coaches appointed by NNZ, Regional Entities or Netball Centres who are likely to travel away with teams of players over 18 years of age;
- (e) persons appointed by NNZ, Regional Entities or Netball Centres to a role in which that person is likely to have contact with players under 18 years of age but where such contact is supervised at all times by another adult.

3.8.4 For the purposes of these Regulations, screening shall include:

- (a) Checking the applicant's referees;
- (b) Interviewing the applicant; and
- (c) Obtaining a Police Check of the applicant.

3.8.5 The purpose of a Police Check is to see whether the person has any previous criminal convictions. If the person has committed offences then the following requirements apply:

- (a) If the offence (whenever it occurred) is one involving dishonesty, drugs, violence, an offence against a person (e.g. sex offences, assault) or an offence which in any way involved persons under 18 years of age, then they must not be appointed to the role.

If that person is appointed to a role then this is an offence under these Regulations (see Part 9) and the Member concerned will be dealt with in accordance with these regulations (see Parts 10 to 15);

- (b) If the offence is other than those in (a), such as an offence to property or a minor traffic offence, then the person may be appointed, subject to satisfaction of other criteria for the role.

3.8.6 If a preferred applicant is not willing to agree to the Police Check, then neither NNZ, any Regional Entity or Netball Centre shall appoint that person to such role. Breach of this requirement by NNZ or a Regional Entity or a Netball Centre is an offence under these Regulations (see Part 3.9) and will be dealt with in accordance with these Regulations (see Parts 3.10 to 3.5).

- 3.8.7 All information obtained during the course of screening (including any Police Check) is personal information and shall comply with the Privacy Act. It must be kept confidential to the persons or committee within NNZ, the Regional Entity or the Netball Centre who has been delegated the task of investigating and/or making the appointment for the role. Information collected during the screening about a person who is not appointed to the role must be returned to the applicant and not retained by NNZ, the Regional Entity or Netball Centre, unless the applicant agrees for them to do so.
- 3.8.8 In addition to obtaining Police Checks for preferred applicants, NNZ, Regional Entities and Netball Centres are highly recommended to also consider obtaining the consent of existing appointees (whether paid or unpaid) in roles of the type set out in paragraph 3.8.2 within NNZ, Regional Entities and Netball Centres. This check should be done every 2 to 5 years or if there is cause for concern about a particular person. This is not however a mandatory requirement. If the check reveals an offence of the type set out in paragraph 3.8.5(a) then steps should be taken to end the appointment. Note: Legal advice should be sought before such termination occurs.

3.9 WHAT IS AN OFFENCE UNDER THESE REGULATIONS?

- 3.9.1 It is an offence under these Regulations for any person to whom these Regulations applies to:
- (a) Engage in Harassment of another person/s in the course of, or arising out of (whether directly or indirectly), their role with NNZ, a Regional Entity, a Netball Centre or a Club;
 - (b) Engage in *Discrimination* against a person/s as set out in the *Human Rights Act* and/or on the grounds set out in paragraph 3.6.2 and in the areas set out in paragraph 3.6.3, and in the course of, or arising out of (whether directly or indirectly), their role with NNZ, a Regional Entity, a Netball Centre or a Club;
 - (c) Abuse another person/s in the course of, or arising out of (whether directly or indirectly), their role with NNZ, a Regional Entity, a Netball Centre or a Club;

- (d) Breach any part of the NNZ General Code of Conduct and Ethics.
- (e) Employ or appoint a person to a role of the type to which paragraph 3.8.2 refers:
 - (i) without first obtaining undertaking screening (as per paragraph 3.8.4); and
 - (ii) where the Police Check reveals the person has committed an offence of the type set out in paragraph 3.8.5(a).
- (f) for a person listed in paragraph 3.10.3 to fail to comply with the procedures in these Regulations for dealing with a Complaint;
- (g) make a frivolous, vexatious or malicious Complaint under Part 3.10; or
- (h) fail to enforce a penalty imposed by the Judiciary Committee under Part 3.13.

3.9.2 Any circumstances which may be an offence may be the subject of a Complaint (under Part 3.10) and/or be investigated and referred to a hearing under Part 3.12 of these Regulations.

3.10 HOW DO YOU MAKE A COMPLAINT?

- 3.10.1 Any person may make a complaint about a person to whom these Regulations applies if they consider that person has, or may have, committed an offence and/or breached any part of these Regulations (a "Complaint")
- 3.10.2 A Complaint may be made in writing or verbally.
- 3.10.3 A Complaint may be made to any one of the following people within NNZ, a Regional Entity or a Netball Centre:
 - (a) the Harassment Free Officer.
 - (b) any person who is an employee, an appointed representative or an official of NNZ, a Regional Entity or a Netball Centre;
 - (c) a coach, manager or other person appointed by NNZ, a Regional Entity or a Netball Centre.

- 3.10.4 Making a frivolous, vexatious or malicious Complaint is an offence under these Regulations and will be dealt with as set out in Part 3.14.

3.11 WHAT IS THE PROCESS IF YOU MAKE A COMPLAINT?

- 3.11.1 If a person listed in paragraph 3.10.3 receives a Complaint of Harassment, Discrimination or Abuse s/he must ask whether the complainant wishes them to:
- (a) simply listen and advise the complainant about what their options are and what the complainant might do;
 - (b) act as a mediator between the complainant and the alleged offender to try and resolve the Complaint; or
 - (c) report the Complaint to the relevant Harassment Free Officer of NNZ, the Regional Entity or Netball Centre for further investigation.
- 3.11.2 Having determined the complainant's wishes in paragraph 3.11.1, the person listed in paragraph 3.10.3, must:
- (a) act in accordance with the complainants wishes as set out in paragraph 3.11.1 (a), (b) or (c); and
 - (b) keep the matter confidential and only discuss it with those people whom the complainant has agreed should be spoken to about the Complaint.
- 3.11.3 If a person listed in paragraph 3.10.3 receives a Complaint which may be:
- (a) in breach of the NNZ General Code of Ethics and Conduct, or
 - (b) an offence under these Regulations as set out in Part 3.9;

- (c) where the complainant has requested their Complaint of Harassment, Discrimination or Abuse (in paragraph 3.11.2) be reported to a Harassment Free Officer, then

the person must immediately report such Complaint to the relevant NNZ, or the Regional Entity, or the Netball Centre Harassment Free Officer.

3.11.4 Upon a Harassment Free Officer receiving a Complaint under paragraph 3.11.3 s/he must:

- (a) request the complainant to record their Complaint in writing and forward it to them;
- (b) on receipt of that written Complaint, immediately notify the alleged offender that a Complaint has been made and provide them with a copy of the written Complaint;
- (c) attempt to mediate a resolution of the Complaint between the complainant and the alleged offender; and
- (d) if the mediation does not resolve the Complaint, refer the matter to investigation and/or hearing under Part 3.14 of these Regulations. If the matter is resolved it shall go no further.

3.11.5 In any other case, upon a Harassment Free Officer receiving a Complaint under paragraph 3.11.4 the officer shall refer the matter for investigation and/or hearing under Part 3.13 of these Regulations.

3.12 WHEN AND TO WHO ARE YOU REQUIRED TO NOTIFY OF ABUSE?

3.12.1 Under the *Children Young Persons and Their Families Act 1989* any person who believes that a child (under 14 years) or an unmarried young person (under 17 years) has been or is likely to be harmed (whether physically, emotionally or sexually), ill treated, abused, neglected or deprived may report the matter to the Police or any Social Worker.

3.13 INVESTIGATION AND HEARINGS

3.13.1 Where NNZ, a Regional Entity or a Netball Centre receives:

- (a) information from any source whatsoever (but which is not a Complaint), or
- (b) a Complaint which is reported by a Harassment Free Officer;

an independent Harassment Free Officer appointed by NNZ and/or the President of the relevant Regional Entity or Netball Centre, as the case may be, shall follow the procedures set out in Part 3.13.

3.13.2 Upon receipt of the information or a Complaint in paragraph 3.13.1, an independent Harassment Free Officer appointed by NNZ and/or the President of the relevant Regional Entity or Netball Centre, as the case may be, shall investigate the matter as s/he thinks fit to ascertain whether in their opinion there is reasonable cause to suspect that an offence under these Regulations may have been committed.

3.13.3 An independent Harassment Free Officer appointed by NNZ and/or the President of the relevant Regional Entity or Netball Centre, as the case may be, considers there is reasonable cause to suspect that an offence under these Regulations may have been committed, s/he shall refer the matter to the Board of NNZ which may refer the matter to the NNZ Judiciary Committee in accordance with Rule 22.1 (a) of the NNZ Constitution.

3.13.4 The procedure following the referral in paragraph 3.13.3 shall be as set out in Rule 22.1 of the NNZ Constitution.

3.13.5 In addition, upon the referral to the Judiciary Committee under paragraph 3.13.3, the Judiciary Committee may use its discretion, where it considers there is a risk to the safety and welfare of the complainant or to others, order that the alleged offender (“the defendant”) be:

- (a) suspended from any role they hold with NNZ, the Regional Entity or the Netball Centre; and/or
- (b) banned from any event or activities held by or under the auspices of NNZ, a Regional Entity or a Netball Centre; and/or

- (c) required not to contact or in any way associate with the complainant or other person about whom the alleged offence relates;

pending the determination of the hearing.

- 3.13.6 The defendant may appeal a decision of the NNZ Judiciary Committee to suspend under paragraph 3.13.5 in accordance with the Rule 22.3 of the NNZ Constitution.

3.14 WHAT PENALTIES MAY BE IMPOSED?

- 3.14.1 The penalties which may be imposed by the Judiciary Committee for an offence under these Regulations may include:

- (a) requiring the defendant to attend counselling to address their behaviour;
- (b) termination of the appointment from the role which the defendant holds with NNZ, a Regional Entity and/or a Netball Centre;
- (c) the payment of compensation to the complainant and/or others who were subject to the behaviour committed by the defendant;
- (d) in the case of a Level 1, 2 or 3 Coach, the withdrawal of such accreditation for a period or indefinitely;
- (e) the withdrawal of any results or awards achieved in any event and competitions conducted by or under the auspices of NNZ, a Regional Entity or a Netball Centre from the date the offence was committed (as determined by the Judiciary Committee); and
- (f) require the defendant to repay all or part of any financial assistance (excluding any fee for service, wages or expenses) given to them by NNZ, a Regional Entity or a Netball Centre from the date the offence was committed (as determined by the Judiciary Committee).

- 3.14.2 If a penalty is imposed by the Judiciary Committee the Chief Executive Officer shall notify every Regional Entity, Netball Centre and Club of such penalty.

- 3.14.3 Any penalty imposed under paragraph 3.14.2 shall be recognised and enforced by every Member of NNZ. The failure to do so is an offence under these Regulations and will be dealt with as set out in Part 3.14.

3.15 HOW CAN A PERSON APPEAL A DECISION?

- 3.15.1 The defendant or the complainant in proceedings held under Part 3.14 of these Regulations may appeal a decision of the Judiciary Committee made under these Regulations to the *Sports Tribunal of NZ*.
- 3.15.2 The procedure for such appeal shall be as set out in the rules of the *Sports Tribunal of NZ*.

3.16 WHAT DO WORDS IN THESE REGULATIONS MEAN?

- 3.16.1 In these Regulations words with initial capitals are defined words which shall be construed with the meaning set out in the NNZ Constitution, and if they are not defined in the NNZ Constitution, then as follows:

“Abuse” means a form of Harassment and as more specifically set out in Part 3.5, paragraphs 3.5.9 to 3.5.11 of these Regulations.

“Complaint” means a complaint made under Part 3.10 of these Regulations.

“Discrimination” means a form of Harassment and as more specifically set out in Part 3.6 these Regulations.

“Harassment” has the meaning set out in Part 3.5 of these Regulations.

“Regulations” and **“these Regulations”** means these Harassment Free Regulations.

“Sexual Harassment” means a form of Harassment and as more specifically set out in Part 3.5, paragraphs 3.5.5 to 3.5.8 of these Regulations.

For the current Harassment Free Officer(s) for NNZ; contact info@netballnz.co.nz or (09) 623 3200.

NNZ General Code of Conduct & Ethics

As a member of NNZ you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of NNZ, a Regional Entity or a Netball Centre and in any role you hold within NNZ, a Regional Entity or a Netball Centre:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for your actions.
4. Make a commitment to providing quality service.
5. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age.
6. Be aware of, and maintain an uncompromising adherence to NNZ standards, rules regulations and policies.
7. Operate within the rules of netball including national and international guidelines which govern NNZ, the Regional Entity and Netball Centres
8. Understand your responsibility if you breach, or are aware of any breaches of this Code of Conduct & Ethics.
9. Do not use your involvement with NNZ, a Regional Entity or Netball Centre to promote your own beliefs, behaviours or practices where these are inconsistent with those of NNZ, a Regional Entity or a Netball Centre.
10. Wherever possible avoid unaccompanied and unobserved activities with persons under 18 years of age.
11. Refrain from any form of abuse towards others.
12. Refrain from any form of harassment towards, or discrimination of, others.
13. Provide a safe environment for the conduct of any netball or netball related activity.
14. Show concern and caution towards others who may be sick or injured.
15. Be a positive role model.

DOMESTIC COMPETITION REGULATIONS

4 DOMESTIC COMPETITION REGULATIONS

4.1 NEW ZEALAND CHAMPIONSHIPS

- 4.1.1 The New Zealand Championships ("the Championships") are owned and held by Netball New Zealand and shall be conducted in accordance with these Regulations.
- 4.1.2 The Board has resolved that the documents described as policies and procedures and contained in the documents entitled the "New Zealand Championships Policies and Procedures Manual", the Event Management Guidelines and other policies relating to the Championships as issued from time to time shall be binding on Members as Regulations, and shall have the same force and effect as if they were issued as Regulations.
- 4.1.3 The Championships shall be divided into such number of pools and/or grades, as Netball New Zealand considers necessary to ensure a fair competition.
- 4.1.4 Preliminary matches forming part of the Championship to determine seeding may be played on specified dates prior to the Championship event.
- 4.1.5 Entry to the Championships shall only be accepted if submitted by the Regional Entity.
- 4.1.6 Netball New Zealand shall circulate to each Region all team lists associated with the Championships no less than two weeks prior to the commencement of the competition..
- 4.1.7 Each Region shall be entitled to enter one team in first grade and by agreement with Netball New Zealand, up to a total of three teams in the Championships.
- 4.1.8 Championship teams entered on a Regional basis must be graded with team 1 being the strongest, team 2 the second and team 3 the least.
- 4.1.9 Players participating in the Championships must be Members of Netball New Zealand and registered in the Region they are representing at the Championships in accordance with NNZ Player Eligibility Regulations. The Regional Entity shall be responsible to ensure that all players selected for the Region are eligible.
- 4.1.10 Any team found to be in breach of the NNZ Player Eligibility Regulations would forfeit the game(s), which that player(s) participated in and will lose any corresponding championship points.

- 4.1.11 Each team shall play in the registered uniform of the Region.
- 4.1.12 All games shall be played in accordance with the IFNA rules, unless otherwise stated in the New Zealand Championships Policies and Procedures Manual.
- 4.1.13 Following the completion of the Championships there will not be automatic promotion and relegation between the grade(s).
- 4.1.14 The Championships are a Smokefree Netball Event. All participants and officials must refrain from smoking while at the Championship venue or at any Championship function.
- 4.1.15 No participant, team or official of the Championships shall be permitted to be sponsored by a tobacco product nor be permitted to advertise or sell a tobacco product while at the Championships consistent with the Smokefree Environments Act 1990.

4.2 ELITE DOMESTIC COMPETITION REGULATIONS

- 4.2.1 The Elite Domestic Competition (“known as the Tasman Trophy”) is owned and held by Netball New Zealand in equal partnership with Netball Australia under the management of Trans Tasman Netball Ltd (TTN). The TTN Board shall conduct the competition in accordance with the Policies and Regulations which they establish.
- 4.2.2 The Board has resolved to delegate authority to the TTN Board to develop regulations, policies and procedures relating to the conduct of the Elite Domestic Competition. Such documents as issued from time to time shall be binding on members as Regulations, and shall have the same force and effect as if they were issued as Regulations.
- 4.2.3 All teams seeking to enter and compete in the Elite Domestic Competition must be owned or under the control of a Regional Entity and approved by Netball New Zealand.

4.3 NEW ZEALAND AGE GROUP NETBALL CHAMPIONSHIPS REGULATIONS

- 4.3.1 The New Zealand Age Group Netball Championships (NZAGC) are owned and held by Netball New Zealand and shall be conducted in accordance with these Regulations.
- 4.3.2 The Board has resolved that the documents described as policies and procedures and contained in the documents entitled the "New Zealand Age Group Championships Policies and Procedures Manual", the Event Management Guidelines and other policies relating to the Age Group Championships as issued from time to time shall be binding on Members as Regulations, and shall have the same force and effect as if they were issued as Regulations.
- 4.3.3 Entry to the Championships shall only be accepted if submitted by the Regional Entity.
- 4.3.4 Netball New Zealand shall circulate to each Region all team lists associated with the New Zealand Age Group Championships no less than two weeks prior to commencement of the competition
- 4.3.5 Entries for the Age Group Championships shall be accepted for the U17, U19 and U21 grades. Players must be under the age of 17, 19 or 21 respectively on the first day of January in the year of the event.
- 4.3.6 Where Championship teams are entered on a Region/Centre basis the teams must be graded with team 1 being the strongest, team two the seconded and team 3 the least. .
- 4.3.7 Players participating in the New Zealand Age Group Championships must be Members of Netball New Zealand and registered in the Region / Centre they are representing at the Championships, in accordance with the Player Eligibility Regulations.
- 4.3.8 The Regional Entity shall be responsible to ensure that all players selected for the Region / Centre are eligible.
- 4.3.9 Any team found to be in breach of the NNZ Player Eligibility regulations would forfeit the game(s), which that player(s) participated in and will lose any corresponding championship points.
- 4.3.10 Each team shall play in the registered uniform of the Region/Centre.

- 4.3.11 All games shall be played in accordance with the IFNA rules, unless otherwise stated in the Age Group Championships Policies and Procedures Manual.
- 4.3.12 The New Zealand Age Group Netball Championships are a Smokefree Netball Event. All participants and officials must refrain from smoking while at the Championship venue or at any Championship function.
- 4.3.13 No participant, team or official of the New Zealand Age Group Championships shall be permitted to be sponsored by a tobacco product nor be permitted to advertise or sell a tobacco product while at the Championships consistent with the Smokefree Environments Act 1990.

4.4 NEW ZEALAND SECONDARY SCHOOLS CHAMPIONSHIPS REGULATIONS

- 4.4.1 The New Zealand Secondary Schools Championships ("the Secondary Schools Championships") are owned and held by Netball New Zealand and shall be conducted in accordance with these Regulations.
- 4.4.2 Netball New Zealand shall be responsible for organising the New Zealand Secondary School Championships (finals).
- 4.4.3 Netball New Zealand shall provide where possible a sum of money to support the payment of approved costs for each of the qualifying teams attending the finals.
- 4.4.4 The Board has resolved that the documents described as policies and procedures and contained in the documents entitled the "New Zealand Secondary Schools Championships Policies and Procedures Manual", the Event Management Guidelines and other policies relating to the Secondary Schools Championships as issued from time to time shall be binding on Members as Regulations, and shall have the same force and effect as if they were issued as Regulations.
- 4.4.5 Players, coaches and team officials must be Members of Netball New Zealand. This must be done through their respective Netball Region/Centre and be in accordance with the Netball New Zealand Constitution and Regulations.

- 4.4.6 There will be three Regional Qualifying events throughout New Zealand, which will be held in the New Zealand Secondary Schools Sports Council recognised Winter tournament week. These will be held in venues determined by the Regional Management Committees.
- 4.4.7 They will be divided into areas, which include the whole of the South Island, the Lower North Island representing schools from approximately the area South including New Plymouth, Turangi and Gisborne to Wellington and the Upper North Island representing schools North of New Plymouth, Turangi and Gisborne to North Cape.
- 4.4.8 Once a school has entered into a qualifying event in a particular area they cannot change areas in following years.
- 4.4.9 Up to six teams from the top grade of each Regional qualifying events shall qualify for the New Zealand Secondary School Championships (as determined by Netball New Zealand).
- 4.4.10 Each Regional qualifying event will be arranged and administered by the Regional Management Committee.
- 4.4.11 Costs associated with Regional Qualifying events will be the responsibility of the schools (unless advised otherwise by Regional Management Committees).
- 4.4.12 The Regional Management Committee at each Regional Qualifying event will set the standard for umpires attending the qualifying tournament. Secondary school students with the appropriate qualifications should be encouraged to officiate at these tournaments.
- 4.4.13 The Regional Management Committees shall have the right to arrange any sponsorship for their event pertaining to umpires and to decide the clothing to be worn on court, including details relating to the sponsor's name / logo, which may appear on it.
- 4.4.14 Netball New Zealand will arrange for a representative to attend each of the Regional Qualifying tournaments to select / assist in the selection of, talented players and/or umpires.

RESPONSIBILITIES OF THE REGIONAL MANAGEMENT COMMITTEES

Regional Management Committees must:

- 4.4.15 Notify Netball New Zealand of information for the regional qualifying tournament, including the location, draw, format, structure, entry fees and associated levies, and number of teams entered. The Regional Management Committees will set their own entry fee levies.
- 4.4.16 Forward team sheets of the teams attending the Finals, from the qualifying tournament to the Netball New Zealand Office by due date.
- 4.4.17 Submit by November 30; each year minutes of their AGM, audited balance sheet, final results, talented player and umpires lists.
- 4.4.18 Forward a copy of all policies, tournament rules and guidelines to Netball New Zealand and update as required.
- 4.4.19 Complete requirements of New Zealand Secondary Schools Council as requested, which may include a tournament report.

NETBALL FACILITIES REGULATIONS

5 NETBALL FACILITIES REGULATIONS

The Board has resolved that standard requirements must be met for venues on which Netball games held by or under the auspices of NNZ, Regional Entities, or Netball Centres

5.1 Specific requirements for each event or level of netball under the auspices of NNZ are;

- Contained in the Event Management Guidelines for that event or level of netball.
- These guidelines are forwarded to the host and/or venue by Netball New Zealand.
- Included in the guidelines is information detailing the key responsibilities of Netball New Zealand and the host and/or venue.

5.2 Such events or levels of netball include but are not limited to;

- International Test Matches – netball games, involving NZ representative teams competing in an international test match
- Other International matches – all other netball games in which NZ representative teams are competing which are not International Test matches
- The New Zealand Championships
- Elite Domestic Competition
- NZ Age Group Netball Championships
- NZ SECONDARY School Championships

5.3 The aspects detailed include the following:

- Court space/s – including lines, markings, goal posts and padding
- Court surface and surround composition
- Clear space around and above court
- Warm-up and cool down areas
- Spectator seating
- Scoreboards, score benches, team benches and visible time clocks
- Visibility
- Disabled access, seating and facilities
- Changing rooms for teams including showers, toilets
- Umpire facilities including showers, toilets
- Public facilities such as toilets, food outlets
- Spectator egress and movement patterns – entry/exit points
- Drug testing facilities
- First aid
- Media space – jack points, telephone and computer, power points, courtside visibility
- Lighting requirements – for television coverage

- Heating/Cooling systems
- Television and Radio commentary facilities
- Parking: teams, officials, guests, spectators, media requirements
- Administration area – secure, size, jack points; telephone, computer, power points, location in relation to courts
- Security
- Signage
- Hospitality areas, function rooms, corporate boxes/rooms
- Catering requirements
- Ticketing
- Access for the sale of NNZ licensed product and sponsored product
- Volunteer or host personnel to assist with or be responsible for organisational aspects
- Other requirements specific to the event or level of netball, which may include but are not limited to; autograph signing area, results charts, changing rooms for entertainment personnel, recovery procedures

5.4 VENUE CATERGORIES

Venues are categorised on the basis of the aspects listed in 5.3 and on their suitability for levels of netball as outlined in 5.2. Venues may change category due to upgrade or alternations. For the latest categories and specifications required for a level of netball game or event, reference to the NNZ website -- should be made.

Refer to the Netball New Zealand Website for the full Venue Specifications.

SPONSORSHIP REGULATIONS

6. SPONSORSHIP REGULATIONS

6.1 NNZ SPONSORS, PARTNERS AND SUPPLIERS

NNZ shall have the right to secure sponsors and official suppliers for NNZ Inc (including subsidiary companies) across a range of categories, which may include but are not limited to:

- Premier Sponsor
- Naming Rights to Events and Programmes
- Associate Sponsors for Events and Programmes
- Equipment
- Broadcasting – Television, Radio
- Bank
- Vehicle
- Airline
- Match Ball
- Apparel
- Footwear
- Medical Supplies

From time to time NNZ shall notify the Sponsors, Partners and Suppliers, and their relevant categories to Regions and Centres.

For the current listings and the relevant categories reference should be made to the NNZ website.

6.2 REGIONAL ENTITY AND NETBALL CENTRE SPONSORS

Regional Entities and Netball Centres are encouraged at all times to support NNZ Sponsors and Official Suppliers.

6.2.1 Regional Entities and Netball Centres may seek their own sponsors, provided always that no such sponsor is a competitor of or is likely to conflict with a NNZ Sponsor or Official Supplier, unless prior written approval is obtained from the Chief Executive.

6.2.2 Regional Entities and Netball Centres are at all times encouraged to seek sponsors who share NNZ's brand values. At no time should a Regional Entity or Netball Centre appoint a sponsor who could damage the NNZ brand or reputation or in any way bring the game of Netball into disrepute. In particular a Regional Entity or Netball Centre must not appoint a sponsor that produces, sells or is in any way associated with goods, services or activities which are illegal or improper.

- 6.2.3 Regional Entities and Netball Centres must not, without the prior written approval of the Chief Executive, appoint a sponsor for their representative team competing in a NNZ event, where that sponsor is a competitor of or is likely to conflict with an official NNZ event sponsor, as advised by the Chief Executive from time to time.

PRIVACY REGULATIONS

7 PRIVACY REGULATIONS

- 7.1 NNZ acknowledges the provisions of the Privacy Act 1993 and its amendments (“the Act”).
- 7.2 In collecting personal information NNZ, Regional Entities and Netball centres must comply with the Act and these Regulations.
- 7.3 Personal information which is collected for the Register of Members must be collected on the prescribed membership form.
- 7.4 Where a person consents on the prescribed membership form to receiving information from NNZ, a Regional Entity and/or a Netball centre then only those persons may be sent such information and no others.
- 7.5 Where a person consents to receiving information from a sponsor or other third party, then where possible NNZ will limit the supply of such information to no more than 5 mail outs each year.

Regional Entities and Netball Centres are responsible for the development and communication of their own policies related to the supply of such information from a sponsor or other third party.

(A “mail out” means information from one sponsor or third party and includes mail sent electronically eg by email or internet).

SCHEDULE 1

REGIONS



SCHEDULE 2

NNZ TRADEMARKS, LOGOS & BRANDS

Netball New Zealand Logo



NETBALL NEW ZEALAND
Poitarawhiti Aotearoa



NETBALL NEW ZEALAND
Poitarawhiti Aotearoa

Silver Ferns



SILVER FERNS



SILVER FERNS

NZ FastNet Ferns logo



New Zealand Under 21



New Zealand A



National Accelerant Group



Emerging Talent Accelerant Group



NZ Talent Development



Netball New Zealand Coach Force



SCHEDULE 2 CONTINUED

New World International Netball Series



NB: Naming partner/sponsor subject to change

Constellation Cup



National Netball Champs



NB: Naming partner/sponsor subject to change

New Zealand Secondary Schools Netball Championships



New Zealand Age Group Netball Championships



SCHEDULE 2 CONTINUED



NETBALL CHAMPIONSHIPS

New Zealand U17 Age Group Netball Championships



U17 NETBALL CHAMPIONSHIPS



NETBALL CHAMPIONSHIPS

Trans-Tasman Secondary Schools



NETBALL TOURNAMENT

Fun Ferns



Future Ferns



Netball New Zealand Youth Council



SCHEDULE 2 CONTINUED

MyNetball



For further information regarding use of logos and/or to seek approval to use, please contact Netball New Zealand on info@netballnz.co.nz

SCHEDULE 3

POSTAL VOTING FORM

The Chief Executive has received from [*insert name of Regional Entity, name of Netball Centre or the Board*] a request for motion(s) to be voted upon at a Council Meeting held by postal vote.

Under Rule 18.14 of the NNZ Constitution, the Board has resolved that it is appropriate to so hold the Council meeting by postal vote

Accordingly set out below are the motions which Delegates (appointed in accordance with Rule 18.5.1 of NNZ Constitution) are entitled to vote upon by striking out the answer which is not agreed. Only a striking out will be valid therefore DO NOT circle or place any other mark on this voting form.

The motions are as follows:

1. **THAT** [*insert motion*]

I vote for / against this motion (please strike out vote which does not apply).

2. **THAT** [*insert motion*]

I vote for / against this motion (please strike out vote which does not apply).

3. etc

I vote for / against this motion (please strike out vote which does not apply).

Signed:

Name of Delegate:(print)

Delegate for:..... (name of Regional Entity/Netball Centre or Board)

Date:.....

This form must be completed in full, and returned to the Chief Executive at NNZ by [time] am/pm on [date], at any of the following addresses to be valid:

fax: (09) 623 5777

email: info@netballnz.co.nz

post: PO Box 99710, Newmarket. Auckland