



State and Emerging Team Coach Selection Policy

1. Area of responsibility

Technical Development

2. Date Issued

13 June 2017

3. Purpose

POLTD3

4. Purpose

The aim of the selection criteria is to ensure required standards are met in the appointment of Queensland State and Emerging Team coaches.

5. Policy

Applications are called for the following State and Emerging Team positions each year (age groups Under 16, 18 and 20)

- Head Coach
- Assistant Coach
- Development Coach

Basketball Queensland (BQ) will only accept applications from holders of a current, valid Blue Card/Exemption Card at the time of application. Evidence must be included with the application form.

Applicants for a position **must** meet the Essential Criteria for that position. Highly Desirable Criteria will weigh heavily in favor of applicants who comply. Desirable Selection Criteria will be considered, when necessary, in making selection decisions.

6. Focus of the State Performance Program and Coaching Staff Role

The BQ State Performance Program is a Junior, Elite Level, High Performance Competitions Pathway Program with a specific focus on preparation for the Australian Junior Championships (Under 16 and Under 18 "North" and "South" boys and girls, Under 20 "Whole State" Men and Women and Under 16 and Under 18 Emerging State Teams). The State Performance Program (SPP) incorporates Athletes, Coaching Staff and Team Manager. It may also include (upon approval) Sports Science personnel/services.

The Queensland SPP forms an important part of the State Development Program framework as it is the major junior competitions component. This competitions program provides an essential elite pathway for Queensland state under-

aged Athletes and respective coaches on to Australian Junior National Programs. Consequently, the SPP provides developmental avenues for our coaches, as well as players.

The Queensland SPP adopts the following Junior, Elite Level, High Performance Philosophy:

- **Athlete Centred:** Athletes are the main focus of the program.
- **Coach Driven:** Program is overseen by the North and South State Performance Managers who manage the program coaching staff for each respective age group. Coaching staff are responsible for the provision of a robust sports program, including: Technical, Tactical, Physiological, Psychological and Well Being (welfare) as directed by the State Performance Manager.
- **The program is administratively supported by BQ administrative staff and Team Managers.**
- **Performance Based:** Athlete and Coach selection is based on ability to meet relevant selection criteria. Each individual State Team is assessed against individual program expectations.

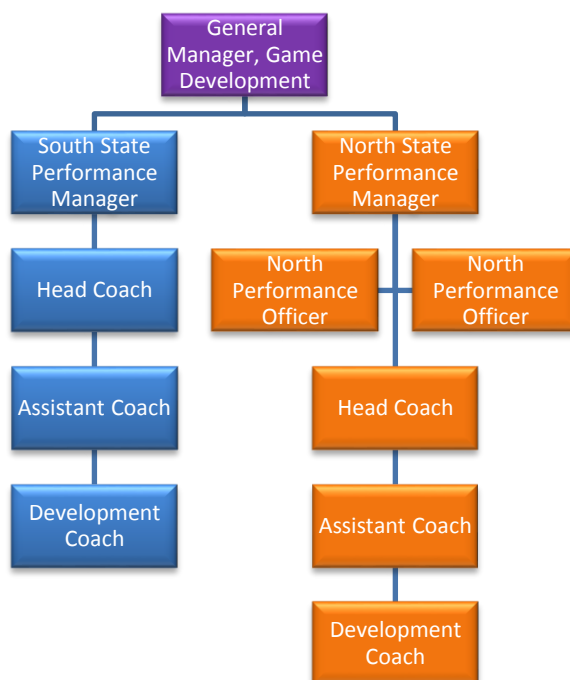
Head Coach

As Head Coach, you will be required to liaise and report directly to the State Performance Manager in your region (North or South Queensland) and are responsible for the provision of an appropriate sports program, including: Technical, Tactical, Physiological, Psychological and Well Being (welfare) as determined by BQ and directed by the State Performance Manager. The Head Coach will provide a professional and positive learning environment for athletes and coaching staff, and accepts the responsibility of being a positive role model for Queensland befitting the office of State Team Head Coach. A thorough understanding of State and National Developmental Philosophies is necessary. The Head Coach will be appointed for a period of one (1) year, with a review to be undertaken at the end of the appointment.

Assistant and Development Coach

As an Assistant/Development Coach you will be required to liaise and report directly with the respective State Team Head Coach and, on occasion, the State Performance Manager. You will assist the State Team Head Coach in the provision of a robust sports program and provide a professional and positive learning environment for athletes. The Assistant/Development Coach accepts the responsibility of being a positive role model for Queensland befitting the office of State Assistant/Development Coach. The Assistant/Development Coach will be appointed for a period of one (1) year, with a review to be undertaken at the end of the appointment.

Organisational Structure



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1. Core Values and Principles of Representatives of BQ

As a Member of a SPP, you are committed to:

- a. Adhering to the policies of BQ and the direction and instruction provided by the BQ State Performance Manager overseeing the North or South Queensland State Teams;
- b. Putting the needs of the athletes first and foremost;
- c. Accept the responsibility of being a positive role model for Queensland;
- d. Practice and compete at their absolute best effort knowing they are representing each registered member of BQ;
- e. Practice and compete with the highest level of disciplined sportsmanship and behave at the highest level of citizenship; and
- f. Improving basketball in Queensland.

2. Selection Criteria

2.1 Essential Selection Criteria

Detailed below are the essential criteria for selection of coaches to Queensland State Teams. They will be used by coach selection panel members for endorsement of nominating coaches prior to ratification by the Board of BQ.

2.1.1. Head Coaches Only

- a. Works collaboratively with BQ;
- b. Has demonstrated an understanding of the BQ style of play using these principles when coaching;
- c. Acts in a manner reflecting the core values and principles of BQ;
- d. Current Level 2 NCAS Accreditation or currently enrolled in BQ Level 2 NCAS Accreditation Course;
- e. Currently a registered coach with BQ;
- f. Adheres to NCAS Code of Conduct;
- g. Evidence of a positive notice to work with young people from the Commission for Children and Young People (Blue Card/Exemption Card); and
- h. Current Basketball Resume. Include:
 - i. Record of recent (3 years) Professional Development Attendance/Involvement with BQ/BA Development Programs;
 - ii. Recent experience (3 years) in Junior elite level and/or High Performance competition programs; and
 - iii. Previous success in relevant elite junior (or like) development/competition programs.

2.1.2 Assistant Coaches and Development Coaches (When Applicable) Only

- a. Works collaboratively with BQ;
- b. Acts in a manner reflecting the core values and principles of BQ;
- c. Current Level 1 NCAS Accreditation;
- d. Currently a registered coach with BQ;
- e. Proven evidence of adhering to NCAS Code of Conduct;
- f. Evidence of a positive notice to work with young people from the Commission for Children and Young People (Blue Card/Exemption Card);
- g. Current Basketball Resume. Include:
 - i. Record of recent (3 years) Professional Development Attendance/Involvement with BQ/BA Coach Development Programs;
 - ii. Recent experience (3 years) in Junior elite level and/or High Performance competition programs; and
 - iii. Previous success in relevant elite junior (or like) development/competition programs.

2.2 Highly Desirable Selection Criteria

2.2.1 Head Coaches Only

- a. **Currently actively coaching** at a BQ Affiliated Association;
- b. Currently living in Queensland in appropriate regions of Queensland – North or South Queensland;
- c. Previous experience coaching at Australian Junior Championships, QBL/SEABL, NBL or WNBL level and a proven record at elite youth level;
- d. Previous experience as Head Coach or Assistant Coach of Queensland State Teams or a Head Coach of an Emerging Team;
- e. Proven leadership skills which demonstrate the ability to liaise closely with Assistant Coach and Team Manager to provide effective team leadership and management skills;
- f. Able to provide evidence of positive guidance and professional influence over all players and coaching staff (including team manager) in a state team or equivalent environment; and
- g. No matters that would be or be perceived to be a conflict of interest (i.e. a relationship with a player or group of players that may affect your ability to apply the player selection policy objectively and allocate court time appropriately at National Championships) as defined in section 5 (page 8) of this document.

2.2.2 Assistant Coaches and Development Coaches Only

- a. Ability to attain Level 2 NCAS Accreditation in near future.
- b. **Currently actively coaching** at a BQ Affiliated Association, QBL/SEABL, SPP, NBL or WNBL;
- c. Currently living in Queensland in appropriate regions of Queensland – North or South;
- d. Previous experience coaching as a Head or Assistant Coach at an Australian Junior Championships or of an Emerging Team;
- e. Able to provide evidence of positive guidance and professional influence over players in a junior elite program;
- f. Proven work leadership skills, demonstrating your ability to assist the Head Coach and Team Manager to achieve their team logistical goals; and
- g. No matters that would be or be perceived to be a conflict of interest (i.e. a relationship with a player or group of players that may affect your ability to apply the player selection policy objectively and allocate court time appropriately at National Championships) as defined in section 5 (page 8) of this document.

2.3 Desirable Selection Criteria

2.3.1 Head Coaches Only

- a. Demonstrated skill in team coaching at the relevant age and elite level including a thorough understanding and application of an appropriate sports science program:
 - i. Administrative (periodisation, planning, organisation, communication, etc.);
 - ii. Technical (fundamentals);
 - iii. Tactical (principles of play and concepts: situational specific and game strategy);
 - iv. Physiological (preparation, competition/practice, recovery); and
 - v. Psychological (goal setting, time management, visualization).
- b. Demonstrated ability to work within a Junior Elite level “High Performance” Program, which includes:
 - i. Demonstrated ability to work within a program framework provided;
 - ii. Demonstrate leadership with Assistant Coaches (including: assignment of appropriate roles);
 - iii. Consultation, communication and coordination with Team Manager as it relates to managers roles and responsibilities;
 - iv. Ability to liaise with key stakeholders (including: parents/guardians; association representative coaches and BQ representatives); and
 - v. Demonstrated understanding and ability to communicate appropriately in the co-ordination of selectors, preparation, competition, and post competitions phases (includes reporting to the State Performance Manager)
- c. Demonstrated knowledge, understanding and application of state/national junior structure, pathways and philosophies and their integration with the SPP; and

- d. Demonstrated ability to approach each athlete as an individual; consider individual athlete workloads; adjust where appropriate to maximize the overall program benefit; and conscious prevention of overtraining of the athlete.

3. Conditions of Appointment

All coaches are required to meet the following obligations if appointed to the position of State Team Coach. State Team staff are subject to standard disciplinary processes in the event of a failure to comply to the stated conditions in this policy. Serious breaches may lead to the immediate termination of the State Team coaching appointment.

3.1 All Coaches

- a. As a coach in the BQ SPP, you are a representative of BQ. As such, you must ensure that you dress in appropriate attire while acting in the role, use your best endeavours to promote the interests of BQ and must refrain from making any comments that made damage the reputation of BQ, its Board, management and staff. This includes comments on social media and other electronic platforms or in person.
- b. Coaches will not, as a BQ Official and on behalf of BQ, issue any verbal or written comments in reply to any criticism of their State Team, the Queensland SPP, or BQ.
- c. Should any Coach have any grievance or problem with any individual or organisation inside or outside their State Team, which cannot be immediately resolved amicably through consultation, they must first discuss the matter with their respective State Performance Manager. If the matter is not resolved to their satisfaction they may then refer the issue to the BQ General Manager, Game Development.
- d. Coaches are not to use their position in recruiting players into a program they are associated with or moving to. Should a player approach a coach for advice on a “best path to follow”, the coach is to refer the player to the BQ State Performance Manager.
- e. Coaches are required to report any requested information in a timely manner and to the satisfaction of the BQ State Performance Manager.
- f. Coaches are required to comply with the requirements of the Commissioner for Children and Young People Act Queensland, 2000. They will be required to sign a declaration of compliance with the BQ Child Protection Policy. They must agree to mandatory screening through appropriate government approved screening agencies and must obtain a positive notice to enable them to work with children before making application for a coaching position (i.e. they must hold a current Blue Card before they apply for a State Team coaching position). Prohibited persons **must not apply** for coaching positions with BQ. ***A prohibited person is any person who has a criminal record in relation to child abuse and sexual assault, apprehended violence orders related to child protection or has had relevant disciplinary action related to child protection taken against them.***
- g. Coaches are required to adhere to all BQ policies and procedures and conduct selection for the State Team, in accordance with the BQ State Team Player Selection Policy.
- h. Coaches are required to adhere to the NCAS Coach’s Code of Conduct.
- i. Coaches are not to share a bed with their spouse, partner or any casual acquaintance while attending State Team training or events while in the company of their team.
- j. Coaches are required to hold training sessions only at those times approved by the BQ State Performance Manager. Please note that all South State Team training will be conducted on a Tuesday night at the Sleeman Sports Complex, Chandler. Additional training may be approved following review of the State Team Head Coach’s “Macro Plan” by the State Performance Manager.
- k. Coaches must consider the individual workloads of athletes, including recognition of association duties (although at times it is recognized that program clashes are unavoidable at times due to the number of commitments athletes have). Consistency of calendar and early communication avoids many issues.
- l. Coaches are required to, at all times, work cooperatively with, and provide support for their State Team Manager in the carrying out of the manager’s duties.
- m. Coaches are required to, at all times, work cooperatively with, and support their State Performance Manager.

- n. Under 16 and Under 18 Head Coaches must attend the Whole of State Camps within their respective age groups.
- o. Coaches must seek the approval for the State Performance Manager before applying for or accepting a coaching position with either a QBL or SEABL team as the commitment required for these teams may be too great to enable them to perform the duties of the State Team Head Coach effectively.

3.2 Additional Conditions - Head Coach Only

- a. The Head Coach is required to provide a detailed Team Preparation Plan to the State Performance Manager for approval **PRIOR** to any communication with prospective athletes in the age group. The plan is to include confirmation of:
 - Team Training Dates
 - Key Competitions;
 - Preparation Sessions;
 - Selection Dates; and
 - National Championship Dates.
- b. The Head Coach is required to develop and provide a “Macro Plan” and Program Playbook to the State Performance Manager prior to the announcement of the final team.
- c. Head Coach will work actively with the Assistant Coach and Development Coach (when applicable) to make their State Team appointments a worthwhile experience to maximise their benefit to the State Team and to assist them in their coaching development
- d. Head Coaches are required to attend appropriate BQ events (e.g. Junior State Championships, QNJBC, BQJBC, Central Queensland Challenge, Development Tours, Development Programs, SPP, etc.) at which the age group they are coaching is playing, to observe potential State Team players.
- e. Head Coach will write a report on their team’s preparation for, and performance at, the Australian Junior Championships. It will be submitted within 21 days of the conclusion of the Championship and will conform to the guidelines set by the BQ State Performance Manager.
- f. Coaches must engage with the parents of players who are minors (i.e. players under the age of 18) to keep parents informed of their child’s progress and to discuss any issues or concern that they may have or vice versa.
- g. Coaches are required to provide each athlete within the State Selection process a written evaluation and comments. This applies after a player has been deselected and following attendance at the Australian Junior Championships for those players who were ultimately selected. Coaches are also encouraged to provide Assistant Coaches with written feedback at the conclusion of the Australian Junior Championships.
- h. Coaches are required to submit for approval the members of their State Team Selection Panel and advise the State Performance Manager of all selections. All players selected and cut from the squad must be approved by the selection panel and then ratified by the State Performance Manager **prior** to notification of notification of the athletes.
- i. Coaches are required to attend the State Team Coach induction program prior to commencement of the SPP.

3.3 Additional Conditions - Assistant Coach Only

- a. Assistant Coach will work actively with the Development Coach (when applicable) to make their State team appointments a worthwhile experience, to maximise their benefit to the State team and to assist them in their coaching development.
- b. Coaches are required to attend appropriate BQ events (e.g. Junior State Championships, QNJBC, BQJBC, Central Queensland Challenge, Development Tours and Development Programs, etc.) at which the age group they are coaching is playing, to observe potential State Team players.

3.4 Additional Conditions - Development Coach Only

- a. The Development Coach position is not financially supported by BQ and the appointee must meet all expenses related to this position including air travel if Australian Junior Championships are interstate.

4. Other Important Points for All Applicants

- a. All State Team Coaching Staff will be appointed for a period of one (1) year, with a review to be undertaken at the end of the appointment.
- b. The Assistant Coach and Development Coach positions will be appointed by BQ in consultation with the Head Coach, once the Head Coach is selected. First consideration will be given to coaches who have submitted written applications for a coaching position in that year. If the Head Coach cannot determine a suitable applicant from those that have been endorsed, the positions will be re-advertised for a period of at least two (2) weeks. If, at the end of this period, BQ cannot reach a consensus decision with the Head coach, the Assistant Coach and Development Coach will be appointed solely by BQ.
- c. BQ reserves the right **not** to make an appointment to any position where it deems that there is not a suitable applicant or for any other special circumstances. In these cases, the position will be re-advertised until a suitable applicant is appointed.
- d. If an appointed coach to any position withdraws, BQ reserves the right to **either** immediately appoint a replacement **or** to re-open applications.
- e. The coaching positions for each age group will be advertised twenty-eight (28) days from the completion of the respective National Championships. The positions will be open for fourteen (14) days. Appointments will be named within twenty-eight (28) days from the closing date for applicants. Short-listed applicants will be prepared twenty-one (21) days from the application closing date.

5. Conflict of Interest

Applicants for the Head Coach, Assistant Coach or Development Coach must declare if they have a "Conflict of Interest" with any of the players who are eligible for selection in the age group and gender in which they are making application.

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

1. Being related to (father, mother, brother, sister, etc.) a player or players who are eligible for selection in the age group and gender in which the application is being made; or
2. Coaching a representative team in the same age group and gender in which you are applying for as a State Team coaching position; or
3. Having a personal relationship (e.g. a personal friend of the family) with a player or players in the age group and gender in which the application is made; or
4. Any other relationship which may be or be perceived to affect the ability of the coach to apply the player selection policy objectively and allocate court time appropriately at an Australian Junior Championship.

A coach that is related to a player who is eligible for selection in the age group will not be selected. Other conflicts of interest will be assessed by the selectors and the Board of BQ in determining the selection of applicants.

6. Manner in which Applications Will Be Processed

- a. Applications are made on-line and will be available through the BQ website and distributed to associations.
- b. Completed applications must be received at BQ by closing date to be considered.
- c. Receipt of the application will be acknowledged to applicant.
- d. Applications will be checked for compliance with selection criteria and listed for presentation to Selection Panel.

- e. The State Team Coach Selection Panel will consist of the BQ General Manager, Game Development, the BQ State Performance Managers, the State Performance Officers and an independent Chairman.
- f. A group of Coaches will be short-listed by the Selection Panel and may be interviewed if deemed necessary.
- g. If interviews are deemed to be necessary, they will be conducted by State Team Coach Selection Panel (in whole or in part). Interviews may be in person or by electronic medium. (Applicants will **not** be informed of selection decisions at time of interview).
- h. The State Team Coach Selection Panel will deliberate and endorse the potential coaches for the North, South or Whole of State programs (i.e. Under 20 State Teams).
- i. All endorsed potential coaches will be invited to attend State Team selection trials and training sessions as the State Team squads are reduced until final selection of the teams. During this period, the coaches will be observed to determine their suitability for a position as a State Team Coach.
- j. The Coach Selection Panel will assess the performance of all coaches who have been endorsed by the State Team Selection Panel and made themselves available for selection to determine who will be the best fit for the Head Coach and a list of all endorsed coaches is given to the BQ Chief Executive for review prior to submission to the Board of BQ for ratification before appointments are made.
- k. Successful and unsuccessful Head Coach applicants are advised of selections. The appointments are published to interested parties and posted on BQ website and social media platforms.
- l. Head Coaches will be appointed as soon as practical, but no later than two weeks prior to the final selection of State and Emerging teams so that they can participate in the final selection of their team. The Head Coach will have approximately 12 weeks to prepare the final team for the Australian Junior Championship.
- m. Unsuccessful applicants will be provided with feedback about their application and why they were unsuccessful.
- n. The list of “approved” Assistant Coaches, Development Coaches and Team Managers is provided to the appointed Head Coaches for selection. If the Head Coach is unable to select from the list of approved nominations, the positions which cannot be selected are re-advertised for at least two (2) weeks. If, at the end of this period, BQ cannot reach a consensus decision with the Head Coach, the Assistant and Development Coach positions will be appointed solely by BQ.
- o. Successful applicants must agree to abide by “conditions of appointment” outlined in this document and sign the BQ State Team Coach Agreement Form.

7. State Team Staff Resignation Process

In the event of a State Team coaching position becoming vacant, BQ may directly appoint a substitute person without re-advertising the position. The decision will be made by the BQ General Manager, Game Development in consultation with the BQ State Performance Manager and the State Team Head Coach (if this person is still in place). The position is then confirmed by the BQ Chief Executive Officer.

Process:

- a. Notification of intention to resign noted;
- b. Resignation received by BQ State Performance Manager and receipt confirmed in writing;
- c. Consultation with Head Coach (if applicable);
- d. Recommendation to BQ General Manager, Game Development who will confirm this with the BQ Chief Executive Officer;
- e. Confirmation with Head Coach (if applicable);
- f. Letter of offer sent to newly recommended coach; and
- g. Announcement of change to team/squad members.



Basketball Queensland

MEMBER PROTECTION DECLARATION

I, **(name)** of

Postcode **(address)** born ___/___/19___ solemnly and sincerely declare that:

1. I wish to be appointed as a Coach / Manager to the Boys/Girls Under ___ State Team / Emerging Team.
2. I have never been charged with any criminal offence relating to narcotics, violence or abuse including sexual abuse.
3. No person has ever sought or obtained any intervention order, injunction or other restraining order against me alleging dishonesty or verbal or physical abuse (including sexual abuse).
4. I am not currently the subject of any sanction issued by a basketball association against me which prohibits me from holding a position of the type set out in clause 1 above.
5. No application submitted on my behalf has been rejected for, nor have I been suspended or dismissed from, a position in sport, volunteer organisation, business, educational or other Government or semi-government organisation where that rejection, suspension or dismissal relates to my conduct with persons aged under eighteen (18) years of age or to violence, drug use or to dishonesty.
6. There are no other matters, which a reasonable person would consider relevant to the fitness of a person to be a coach of a team of players aged under eighteen or an administrator with frequent contact with persons aged under eighteen.
7. I also agree to uphold the acceptable standards of behaviour and conduct whilst acting in my role and are fully aware and accept that should any of these standards listed in the code of conduct be breached I will be dismissed from my role within this program and acknowledge that I will also be excluded from all future BQ Development Programs at all levels.
8. I will notify the President or CEO of the organisations appointing me to my position immediately upon becoming aware that any of the matters set out in clauses 2 to 6 above has changed for whatever reason.
9. I make this declaration that the information contained in it is true and correct and I make it understanding that a person making a false declaration is liable to the penalties of perjury.

Declared at _____, in the State of Queensland the ___ day of _____ 20__

..... (signature)



Coach's Code of Ethics Agreement Form

I, _____ of _____
Full Name Address

_____ Post Code _____

Address cont.

am seeking appointment to the position of coach / assistant coach for the Basketball

Queensland Under _____ State Team/Development Team.

I agree to the following terms:

1. I agree to abide by the Coach's Code of Ethics overleaf
2. I acknowledge that BQ may take disciplinary action against me, if I breach the Coach's Code of Ethics. (I understand that BQ are required to implement a complaint handling procedure in accordance with the principles of natural justice, in the event of an allegation against me.
3. I acknowledge that disciplinary action against me may include de-registration from the National Coaching Accreditation Scheme and all other BQ Programs.

Please refer to the *Harassment-free Sport Guidelines* available from the Australian Sports Commission or contact your BQ, if you require more information on harassment issues.

Signature (if Under 18 Parent/Guardian) Date
Signature

Coach's Code of Ethics

1.	Respect the rights, dignity and worth of every human being	<ul style="list-style-type: none"> • Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion
2.	Ensure the athlete's time spent with you is a positive experience	<ul style="list-style-type: none"> • All athletes are deserving of equal attention and opportunities
3.	Treat each athlete as an individual	<ul style="list-style-type: none"> • Respect the talent, developmental stage and goals of each athlete • Help each athlete reach their full potential
4.	Be fair, considerate and honest with athletes	
5.	Be professional and accept responsibility for your actions	<ul style="list-style-type: none"> • Display high standards in your language, manner, punctuality, preparation and presentation • Display control, respect, dignity and professionalism to all involved with the sport - this includes opponents, coaches, officials, administrators, the media, parents and spectators • Encourage your athletes to demonstrate the same qualities
6.	Make a commitment to providing a quality service to your athletes	<ul style="list-style-type: none"> • Maintain or improve your current NCAS accreditation • Seek continual improvement through performance appraisal and ongoing coach education • Provide a training program which is planned and sequential • Maintain appropriate records
7.	Operate within the rules and spirit of your sport	<ul style="list-style-type: none"> • The guidelines of national and international bodies governing your sport should be followed. Please contact your sport for a copy of its rule book, constitution, by-laws, relevant policies, eg anti-doping policy, selection procedures, etc • Coaches should educate their athletes on drugs in sport issues in consultation with the Australian Sports Drug Agency (ASDA)
8.	Any physical contact with athletes should be:	<ul style="list-style-type: none"> • appropriate to the situation • necessary for the athlete's skill development*
9.	Refrain from any form of personal abuse towards your athletes*	<ul style="list-style-type: none"> • This includes verbal, physical and emotional abuse • Be alert to any forms of abuse directed toward your athletes from other sources while they are in your care
10.	Refrain from any form of harassment towards your athletes*	<ul style="list-style-type: none"> • This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability • You should not only refrain from initiating a relationship with an athlete, but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal

<p>11. Refrain from using any form of recreational or illegal substance whilst attending any kind of training session, camp or function related to the BQ Program you are appointed too.</p>	<ul style="list-style-type: none"> • Staff in a paid or volunteer position will not consume any form of recreational or illegal substance such as alcohol, drugs or any substance deemed inappropriate by BQ.
<p>12. Provide a Healthy and Safe Environment for your athletes.</p>	<ul style="list-style-type: none"> • Where applicable ensure athletes are provided with appropriate meals that are healthy and prepared at an acceptable and hygienic standard • Do not provide any types of medications to athletes without strict permission from their parents and or guardian. • Do not supply or offer any type of recreational or illegal substance to the athletes
<p>13. Provide a safe environment for training and competition</p>	<ul style="list-style-type: none"> • Ensure equipment and facilities meet safety standards • Ensure equipment, rules, training and the environment are appropriate for the age and ability of the athletes
<p>14. Show concern and caution toward sick and injured athletes</p>	<ul style="list-style-type: none"> • Provide a modified training program where appropriate • Allow further participation in training and competition only when appropriate • Encourage athletes to seek medical advice when required • Maintain the same interest and support toward sick and injured athletes
<p>15. Be a positive role model for your sport and athletes</p>	

* Please refer to the Harassment-free Sport guidelines available from the Australian Sports Commission for more information on harassment issues.

Coaches should...

- ◆ Be treated with respect and openness
- ◆ Have access to self-improvement opportunities
- ◆ Be matched with a level of coaching appropriate to their level of competence

PLEASE SIGN THE PREVIOUS PAGE TO INDICATE THAT YOU AGREE TO ABIDE BY THE COACHES CODE OF ETHICS AND RETURN TO BASKETBALL QUEENSLAND, PO BOX 534, CAPALABA QLD 4157