



# CODE OF CONDUCT

*The purpose of this Code of Conduct, in association with the Constitution of C-MAX Roller Derby League (C-MAX RDL), is to set clear standards of behaviour and to ensure every Member is aware of C-MAX RDL's expectations. All Members are taken under a duty of trust and are expected to observe these guidelines on conduct at all times.*

## 1. GENERAL CODE OF BEHAVIOUR

- 1.1. In accordance with Section 26.1 of C-MAX RDL's Constitution, Members shall familiarise themselves with the C-MAX RDL Constitution, this Code of Conduct and Liability Waiver, and sign and be bound by all these documents before becoming a Member of C-MAX RDL.
- 1.2. Members shall supply current, correct and relevant personal and contact information for C-MAX RDL records, and, in the event of any changes, shall notify C-MAX RDL of such changes at the earliest convenient opportunity.
- 1.3. Members should have participated in the Rec League (or similar Fresh Meet and Rookie programme), and shall meet the minimum skills requirements in the examination, before they are allowed to progress to the A-Level programme.
- 1.4. Upon passing the Women's Flat Track Derby Association (WFTDA) Rules examination and the Rookie Graduation Bout, Members may choose a Derby Name and persona that is not already taken, is not offensive and does not bring C-MAX RDL into disrepute, and shall submit their Derby Name to the Executive Committee (Executive) for registration on the Master Register.
- 1.5. Members shall continue to familiarise themselves with current versions of the WFTDA Rules as and when they are published, and shall not wilfully break the Rules whether in training or in bouting.
- 1.6. All Members not participating in a particular bout and injured/unfit Members are encouraged to volunteer for Non-Skating Official (NSO) positions in a bout.
- 1.7. Members are expected to contribute as much as possible to the advancement of C-MAX RDL and to participate in coaching, recruitment, fundraising and charity activities.
- 1.8. Members are expected to join one of the C-MAX RDL Sub-Committees or Extra-Ordinary Sub-Committees.



- 1.9. Members shall treat all other Members and all associated with Roller Derby with respect and equality to create a welcoming and supportive environment for all.
- 1.10. Members shall discuss questions, concerns and problems with the appropriate Member, Team Captain, Official or Executive Member openly and rationally with a view to swift resolution.
- 1.11. Any disagreements that cannot reach resolution shall be dealt with in accordance with the C-MAX RDL's Constitution and Grievance Procedure.
- 1.12. All appropriate protective equipment as per WFTDA Rules shall be in good working order, shall not pose a threat or risk to any other Member and be worn at all training sessions, scrimmages, and bouts.
- 1.13. Members shall be discouraged from wearing clothing to training, scrimmages or bouts that may be hazardous to the safety of other Members, spectators or themselves.
- 1.14. Members who arrive for training sessions, scrimmages or bouts under the influence of drugs or alcohol shall be deemed unfit to participate.
- 1.15. Members shall always consider the safety of themselves and those around them and skate in a manner that does not endanger other Members or themselves.
- 1.16. Members shall alert a Coach/Trainer, Executive Member or bout Official of any hazard to health and safety.
- 1.17. As much as practicable, Members shall fully participate at training sessions and bouts in an effort to learn new skills and be committed to improving themselves as athletes and team members.
- 1.18. Members are also encouraged to attend other non-C-MAX RDL training arranged by or endorsed by C-MAX RDL, such as bootcamps and mixed scrimmages.
- 1.19. Members shall demonstrate good sporting behaviour at all times.
- 1.20. Members shall never argue with a Coach/Trainer, Official or Member of any other Roller Derby team while representing C-MAX RDL.
- 1.21. Members shall be willing to take direction and suggestions from Coaches/Trainers about skills and game rules.
- 1.22. It is the individual Member's responsibility to ensure that they are fit to participate at their qualified level.
- 1.23. Injured or inexperienced Members shall be given the opportunity to participate at whatever level they feel comfortable and the Official, Coach/Trainer considers appropriate and safe.



- 1.24. A Member that is injured or unfit shall comply with a Coach/Trainer or Official who may call for the Member's withdrawal from a training session or a bout.
- 1.25. Recourse for an injured or unfit Member that has been ordered to withdraw by a Coach/Trainer or Official from a training session or a bout, is to provide a certificate of fitness to participate from a registered medical practitioner or clearance from the attending first-aid personnel (if during an officially sanctioned bout).

## **2. REPRESENTING C-MAX RDL**

- 2.1. At any event attended or organised by C-MAX RDL all Members shall be conscious of their actions and represent themselves in a way which does not negatively reflect on C-MAX RDL.
- 2.2. Members shall not comment publically or otherwise get involved in any disputes between other Roller Derby leagues or individual Members.
- 2.3. No Member may represent themselves to the media as a spokesperson for C-MAX RDL without permission of the Executive of C-MAX RDL.
- 2.4. All Members will maintain confidentiality regarding C-MAX RDL matters.
- 2.5. No Member shall disclose any information that has not been publicly broadcasted by C-MAX RDL e.g. via a website, press releases, interviews.
- 2.6. C-MAX RDL's social media pages are to promote a positive image of C-MAX RDL. Any Member, whether under their real name, Derby Name or anonymously, found to be including content considered harassing, hostile, slanderous, or in any way negative will be subject to disciplinary action (see C-MAX RDL Grievance Procedures).
- 2.7. No Member may use the C-MAX RDL email address in any way that would reflect negatively on C-MAX RDL.
- 2.8. C-MAX RDL representatives on wider groups and committees such as, but not limited to, WFTDA, shall ensure they fairly represent the views of C-MAX RDL and consult the Executive fully where any decision is to be made that will impact upon the operation of C-MAX RDL.

## **3. EXECUTIVE'S CODE OF BEHAVIOUR**

- 3.1. The Executive shall consider and involve, as much as possible, all Members in the planning, leadership, decision-making and evaluation processes related to C-MAX RDL.



- 3.2. The Executive shall ensure that venues, equipment and facilities are safe and appropriate for all Members and spectators.
- 3.3. The Executive shall ensure that adequate supervision is provided by qualified and competent Coaches/Trainers capable of developing appropriate positive behaviour and skills techniques.
- 3.4. The Executive shall distribute and enforce the Code of Conduct regarding Members, Coaches/Trainers, Officials, spectators and the media.
- 3.5. The Executive shall encourage all Members to realise their full potential and athletic abilities.

#### **4. OFFICIALS' CODE OF BEHAVIOUR**

- 4.1. Officials who arrive to officiate at scrimmages or bouts under the influence of drugs or alcohol shall be deemed unfit to officiate.
- 4.2. Officials shall be respectful of the efforts of all Members, regardless of their skill level.
- 4.3. Officials shall be consistent, objective and courteous in calling all infractions.
- 4.4. Officials shall condemn unsporting behaviour and promote respect for all Members.
- 4.5. Officials shall ensure that equipment and facilities meet safety standards and are appropriate.
- 4.6. Officials shall make a personal commitment to keep Members informed of sound officiating principles.

#### **5. COACHES'/TRAINERS' CODE OF BEHAVIOUR**

- 5.1. Coaches/Trainers shall be reasonable in their demands on Members' time, energy and enthusiasm.
- 5.2. Whenever appropriate, Coaches/Trainers shall group Members of similar skills level to give a reasonable chance of success.
- 5.3. Coaches/Trainers shall never discriminate against Members of lesser skills levels and give all Members equal coaching/training time.
- 5.4. Coaches/Trainers shall always bear in mind that Members participate for fun and enjoyment and that winning is only part of their enjoyment.
- 5.5. Coaches/Trainers shall never ridicule or verbally abuse Members for making errors or losing an event.



- 5.6. Coaches/Trainers shall ensure that equipment and facilities meet safety standards and are appropriate.
- 5.7. Coaches/Trainers shall make a personal commitment to keep themselves informed of sound coaching/training principles.
- 5.8. Coaches/Trainers shall demonstrate appropriate social behaviour by not harassing Members, other Coaches/Trainers or Officials.

## **6. VIOLATION OF C-MAX RDL'S CONSTITUTION OR CODE OF CONDUCT**

6.1. Any Member found violating the Constitution, Bylaws or the Code of Conduct shall be referred to the Conflict Resolution Committee (CRC) convened by the Executive (refer to the C-MAX RDL Grievance Procedure) for deliberation and resolution. Violations are classified in three categories:

6.1.1. **MINOR VIOLATIONS** which include, but are not limited to:

- Email/social media violations - posting inappropriate messages, etc.
- Unsportsmanlike behaviour – displayed at practices, bouts, events, etc.
- Participating in negative gossip.
- Negative representation of C-MAX RDL.

6.1.2. **MAJOR VIOLATIONS** include, but are not limited to:

- Any intentional aggressive and/or threatening comments or behaviour (including email/social media comments).
- Any reactive aggressive and/or threatening comments or behaviour.

6.1.3. **GROUND FOR IMMEDIATE EXPULSION** include, but are not limited to:

- Any Member facing criminal charges related to violent crimes will be grounds for immediate suspension, with reinstatement or revocation of Member membership pending acquittal or conviction of crime.
- Any Member threatening or committing instances of intentional physical violence against other Members, Coaches/Trainers, Officials, the Executive or spectators.
- Any Member who discloses confidential C-MAX RDL information to outside sources.
- Any Member caught embezzling C-MAX RDL funds.



- Any Member representing C-MAX RDL skating while under the influence of alcohol, narcotics, or any illegal substances, or legal substances which are not prescribed to the Member.
- Any Member committing sexual harassment as defined by the South African Labour Law, and provided by the Commission for Conciliation Mediation and Arbitration (CCMA):

***“3. Definition of sexual harassment***

*(1) Sexual harassment is unwanted conduct of a sexual nature. The unwanted nature of sexual harassment distinguishes it from behaviour that is welcome and mutual. (2) Sexual attention becomes sexual harassment if: (a) The behaviour is persisted in, although a single incident of harassment can constitute sexual harassment; and/or (b) The recipient has made it clear that the behaviour is considered offensive; and/or (c) The perpetrator should have known that the behaviour is regarded as unacceptable.”*

- 6.2. If the vote is in favour of expulsion, the Member shall be asked to relinquish any title or position held within C-MAX RDL and shall not be allowed to attend any further C-MAX RDL training sessions, bouts, meetings, events, etc.
- 6.3. An expelled Member shall return all C-MAX RDL property or face criminal charges.
- 6.4. An expelled Member shall be liable for any and all fees due up to and including the month of expulsion, but shall forfeit any and all fees paid thus far without recourse of a refund.
- 6.5. C-MAX RDL will not, under any circumstances, provide a testimonial or recommendation for an expelled Member.



*Please complete and sign this section of the Code of Conduct and return it to a Member of the Executive after you have read, understood, accepted and agreed to be bound by its clauses.*

*The signing of this document must be witnessed by a C-MAX RDL Member.*

I, ..... (PRINT FULL NAMES),  
 the undersigned, do hereby state that I have read and understand the policies outlined in the C-Max Roller Derby League Code of Conduct. I agree to be bound by this Code of Conduct and understand that, if this Code of Conduct is breached, my future participation in C-Max Roller Derby League may be suspended or discontinued.

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**\*SIGNATURE OF APPLICANT/MEMBER/  
 COACH/TRAINER/OFFICIAL/EXECUTIVE MEMBER/  
 OTHER (State).....  
 (\*Delete whichever is not applicable)**

.....  
**DATE**

.....  
**SIGNATURE OF WITNESS**

.....  
**DATE**