



**PRIVATE COMPANIES NETBALL
CLUB INC.**



Competition RULES and REGULATIONS

REVISED NOVEMBER 2024 by the PCNC Executives and Endorsed by the Financial
Members during the scheduled Special General Meeting

**THE VISION, MISSION, VALUES AND CODE OF CONDUCT
OF THE
PRIVATE COMPANIES NETBALL CLUB INC.**

VISION

To be the leading and inclusive sports organization committed to empowering and building its members in a safe and enabling environment, towards promoting a healthier corporate sector community in Port Moresby.

MISSION

To create an avenue to promote, support and grow our membership, and making it more accessible through an efficient competition structure and excellence in game standards and performance by all involved.

VALUES

PCNC Inc. is committed to fairness, transparency, integrity, and respect and believes in fostering a conducive environment that encourages teamwork, discipline, equality dedication and commitment by its membership.

CODE OF CONDUCT

This PCNC Inc. Competition Rules and Regulations is set out for all Full Members and Associate Members and all technical officials and game officials to adhere to in-order to allow the netball competition to run successfully and efficiently in a professional manner and in the true spirit of sportsmanship.

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1. TITLE

- 1.1 The name of this club is known as the "**Private Companies Netball Club Inc**".

2. DEFINITION

In this Rules & Regulations, the following definitions apply unless the context otherwise requires:

"Affiliated Corporate Team" means a corporate team that has registered to participate in the PCNC Competition for the current season;

"Affiliated Member" means a registered permanent employee, spouse or single daughter recognized by the company of an Affiliated Corporate Team;

"Affiliated Company" means an organization registered or incorporated in Papua New Guinea and holds a certificate of registration with the Investment Promotion Authority (**IPA**) and registered with the Internal Revenue Commission (**IRC**);

"Associate Member" means an organisation having aims and objectives which are consistent or similar to that of the Association;

"Competition Director" means an official that manages the PCNC competition in any season.

"Dependent" means a biological or legally adopted son of an employee, registered in the PCNC competition as an Associate Member for purposes of **Clause 4.3**.

"Executive Committee" means the office holders duly elected by the Council at an AGM.

"Full Member" means individuals, groups or organisations who consent to be affiliated members of the Association;

"Invited Players" means a non-eligible male player who is invited by an Associate Member (Men's Division) to be a member of a registered team in the Men's Division.

"Single Daughter" means a biological daughter or legally adopted daughter of a permanent employee of a Full Member who is unmarried and without children;

"Technical Committee" means Competition Director, Umpire Convenor Scorers, and other competition support staff.

"Non-Government Organization" (NGO) means a non-profit group that functions independently of any government or are organized on community, national and international levels to serve a social or political goal such as humanitarian causes or the environment and is registered to participate in the PCNC.

"PCNC" means the Private Companies Netball Club Inc.;

"Principal Employment" means a form of employment in which an employee is engaged under a written contract, is paid a fortnightly salary, pays tax and is required to work a minimum of 5 hours each day;

"Professional Fees" means any fee that is paid to an Auditor (for auditing the Association's books) or a Lawyer (for amending this Regulation) or any other professional for carrying out work required and requested by the Private Companies Netball Club Inc.;

"Regulation" means this Rules and Regulations as amended and/or restated from time to time, including any Annexures attached hereto;

"Representative Player" means a player who is a current member of the PNG National Teams (U21 National Team and Open National Team "Pepes"); in any one PCNC calendar season, as confirmed by Netball PNG Inc.

"Semi-Government Organization" means an institution that is both public and private which combines both the elements of government bureaucracy with private and registered to participate in the PCNC competition;

"Spouse" means a person who is legally married, customarily married or in a de facto relationship with a permanent employee of an Affiliated Company, Semi-Government Organization or NGO; and

3. ELIGIBILITY

3.1 Team Eligibility

Organizations who are Full Members (affiliated Companies, Semi-Government Organizations or NGO's) are eligible to participate in the PCNC Inc. competition.

3.2 Players

- (a)** An individual must satisfy one of the following criteria to be eligible to participate in a PCNC team:
 - (i)** must be a permanent employee of a Full Member (Affiliated Company, Semi-Government Organization or NGO);
 - (ii)** must be a spouse of a permanent employee, employed by a Full Member (Affiliated Company, Semi-Government Organization or NGO); or
 - (iii)** must be a single daughter (without children) of a permanent employee, employed by a Full Member (Affiliated Company, Semi-Government Organization or NGO) at the time of registration;

3.3 Exclusions

- (a)** Employees engaged on a Casual, or Part-Time basis, agents, and Officers on Probation; or
- (b)** Girlfriends or other relations other than those mentioned in **Clause 3.2 (a) (ii)**.

3.4 Employment

In the circumstance that an individual has two forms of permanent employment, the PCNC Inc. will recognize the individual's Principal Employment as the individual's permanent employment.

4. FEES

4.1 Team & Player Registration Fees

- (a)** The Executive Committee shall pass a resolution at the start of every season to determine the amount of fees to be paid for each:
 - (i)** Team;
 - (ii)** Player; and
 - (iii)** Score sheet.

4.2 Team Registration (Full Member)

- (a) Each Full Member is required to register its Team(s) and all its eligible players and pay the appropriate team and player registration fees prior to commencement of Game 1 in the season proper. Failing which, a due date will be set, within the grace period of two weeks, for each full member to register all its eligible players and pay the appropriate team and player registration fees.
- (b) Any Full Member who intends to register a Team(s) must satisfy the following criteria to be eligible for registration and participation in the PCNC:
 - (i) must have registered a minimum of 12 players in any one season; and
 - (ii) must have registered a minimum of 8 female employees in each team in any one season.
- (c) The Head of People & Culture, Human Resource Manager or Head of the Organisation attesting to the eligibility of the players must sign all registration forms.
- (d) Registration forms are to be submitted to the PCNC Executives with the relevant team and player registration fee.
- (e) The applicable score sheet fee must also be paid upon payment of the team and player registration fee.
- (f) Failure to comply with this **Clause 4.2** will result in the imposition of appropriate penalties.

4.3 Team Registration (Associate Member-Men's Division)

- (a) Any Associate Member who intends to register a Team(s) must satisfy the following criteria to be eligible for registration and participation in the PCNC Men's Division competition:
 - (i) must have registered a minimum of 12 players in any one season; and
 - (ii) must have registered a minimum of 4 employees (permanent or casual), 2 dependents of the employees and 4 invited players in any one season.
 - (iii) Must submit Player Code of Conduct signed by all registered players;
- (b) The provisions of this *PCNC Competition Rules and Registrations* apply to the Associate Member-Men's Division.

5 PENALTIES

5.1 ID Cards

- (a) Each eligible player must have a proper ID card. No photocopy is allowed.
- (b) ID cards must be presented to the Umpire prior to taking the court for each game.
- (c) Any violation of **clause 5.1(a)** and **(b)** must be;
 - (i) noted on the score sheets;
 - (ii) team captains must be made aware of the violation; and
 - (iii) non-compliant team will be penalized.

5.2 Team Composition

- (a) Each team is required to field the following eligible players to qualify for each game and for the finals:
 - (i) four (4) or more permanent employees of Full member; and
 - (ii) three (3) non-employees (single daughter or spouse).
- (b) Any team that fields more than 3 non-employees in any one game will be automatically forfeited and will lose their points to the opposing team.

5.3 Uniforms

- (a) All teams must be properly attired in company-sponsored uniforms. These uniforms include tops, shirts, bibs, skirts or shorts (above knee length), dresses (above knee length) and proper sporting shoes.
- (b) Any violation of this **Clause 5.3** must be noted on the score sheet and each team captain must be notified of the violation after each game.
- (c) Teams will be penalized (points awarded to opponent) if a member(s) of the team is in breach of **Clause 5.3**.

5.4 Fielding of non-eligible players

- (a) Any violation of **Clause 3** of this Regulation shall be adjudicated by the Judiciary Committee (JC).
- (b) Any violation under **Clause 3** must first be preceded by a letter of complaint from the complainant team and addressed to the JC with a copy sent to the violating team and the PCNC Executives.

5.5 Players Conduct

- (a) All players must sign the Players Code of Conduct by Game 4 of the competition, which must be submitted to the Executive (electronically) for record keeping;
- (b)
- (c) Any player, who causes harm to any other player, technical officials or PCNC Executive with the intention of hurting the player, official or PCNC Executive will be removed from the game and suspended from participating in the competition for the remainder of the season.
- (d) Any player, who verbally abuses another player, technical official or PCNC Executive will be removed from the game and penalized in accordance with **Clause 5.5**.
- (e) Appeals against any behavioral technicality must be forwarded to the Judiciary Committee for deliberation and a decision will be made within 24 hours after the completion of the game concerned.

5.6 Spectators and Supporters Conduct

- (i) Any spectator who physically or verbally assaults a player, official or PCNC Executive with the intention of hurting the player, official or PCNC Executive must be removed and banned from ever entering the netball courts precinct for the remainder of the season.
- (ii) The incident must be recorded on the score card for that game and against the team which the spectator is known to be associated with.

5.7 Penalties

- (a) The following penalties shall apply if the complaint made under **Clause 5.5** is found to be genuine:
 - (i) First and second letter of warning is sent to the violating team by PCNC Executive;
 - (ii) awarding of the winning points to the opponent team;
 - (iii) two games suspension for the violating team for repetition of the offence by a player;
 - (iv) all penalties are to be applied and settled prior to commencement of the next game; and
 - (v) teams have a right to appeal to the Judiciary Committee against any decision by the PCNC Executive.
 - (vi) The decision of the Judiciary Committee shall be final.

5.8 Non-payment of applicable registration fees

- (a) The following penalties shall apply for non-payment of applicable registration fees (refer to **Appendix A** for the applicable registration fee):
 - (i) non-payment of team registration fees before the 3rd Game of Round 1 (Grace Period) will result in the exclusion of that team from participating in the PCNC competition;
 - (ii) non-payment of player registration fees before the 3rd Game of Round 1 (Grace Period) will result in the exclusion of that player from the team or if non-payment refers to the whole team, then the team will be excluded from participating in the PCNC competition; or
 - (iii) non-payment of score sheet fees will result in the team not taking the court (including its exclusion from participating in the grand finals) unless such fees are settled.
- (b) The prerogative lies with the PCNC Executive to re-admit a team or player to participate in the PCNC competition if such fees are settled within reasonable time.

5.9 Umpires Code of Conduct

- (a) The following rules shall be used as guidelines to maintain the proper conduct of umpires:
 - (i) All umpires must sign and must uphold the PCNC Umpires Code of Conduct.
 - (ii) all umpires must be formally certified by Netball PNG or other accreditation and a current practicing umpire in local competitions in Port Moresby.
 - (iii) all umpires must be properly attired when umpiring game;
 - (iv) umpires must be medically fit and proper to umpire games in this competition.
 - (v) all umpires must comply with and implement the relevant clauses of this Regulation;
 - (vi) appropriate fines and penalties, as decided by the PCNC Executive, will be imposed on an umpire if he or she violates this **Clause 5.9**;
 - (vii) all umpires must check player ID Cards before the start of each game; and

- (viii) umpires must take control of each game in accordance with the INF Rules.

6 SCORE SHEETS

- 6.1** The following rules shall apply regarding the proper completion of score sheets during the PCNC competition:
- (a) each team captain must ensure that only registered players are included in the score sheet and these players are physically present to take the court;
 - (b) eligible players, physically present and listed on the score sheet as a line-up and/or half time changes must be considered as having played and will be considered eligible to play in the finals;
 - (c) changes made at half time or during the game must be clearly indicated on the score sheet next to the position played. The umpires and scorers must be made aware of these changes;
 - (d) reserve players must not be taken as having played a game unless their names are clearly indicated on the score sheet next to the position played in the first seven line up and/or half time changes; and
 - (e) all necessary changes made to a score sheet must be signed by the official scorer, umpires and team captains.
- 6.2** Any violations of **Clause 6.1 (a), (b), (c) and (d)** will result in the player not being considered as eligible to play in the finals.

7 POINT SYSTEM

The following pointing system will be awarded during the season:

- (a) WIN-3 points;
- (b) LOSS-1 point;
- (c) DRAW-2 points; and
- (d) FORFEIT LOSS-0 point.

8 MOVEMENT OF PLAYERS

- 8.1** The following provisions controls the movement of players within divisions:
- (a) players from Full Members or Associate Members hosting more than one team in the PCNC competition will be restricted from moving players between the teams;
 - (b) in the event a Full Member or Associate Member has two teams in the same division, players from each of the teams in that division are not allowed to swap or substitute players between teams;
 - (c) any team that is in breach of **Clause 8.1 (a) and (b)** above:
 - (i) must be reported to the umpire for each game and the opponent team;
 - (ii) the breach must be duly noted on the score sheet;
 - (iii) must have the winning points awarded to the opponent team; and
 - (iv) a cautionary letter must be issued to the violating team.
 - (d) The penalty applicable for non-compliance with **Clause 8.1 (a) and (b)** is as per **Clause 5.4**.

9 REPLACEMENT OF PLAYERS

9.1 Any team who intends to replace a registered player during the season must do so in accordance with the following:

- (a)** the PCNC Executive must be notified in writing of any changes to the current team registration; or
- (b)** in the case of a player's resignation or termination from employment prior to the season end, the PCNC Executives must also be notified in writing of same.

9.2 Failure to comply with **Clause 9.1** will result in a decision being made at the discretion of the PCNC Executive.

10. FIELDING OF REPRESENTATIVE PLAYERS

10.1 A team with more than one (1) current registered national representative player will not be allowed to field more than two (2) such players in any one game.

10.2 A team with one (1) registered national representative player will not be allowed to field such a player in her representative position during any one game.

10.3 Violation of **Clause 10.1** and **Clause 10.2** will result in such players being fined K20.00 each and the awarding of points to the opposing team.

10.4 The umpire must note the team in breach of this **Clause 10** on the score sheet.

11 WITHDRAWALS

11.1 The PCNC Executive must be notified in writing of the withdrawal of any team during the season. The participation in the next season of any team who have withdrawn will be:

- (a)** one division lower; or
- (b)** at the lowest division if the absence is more than one season; or
- (c)** at the discretion of the PCNC Executives.

11.2 Where a team withdraws from the PCNC competition, the registration fees of the team will be forfeited and will not be reimbursed to the Affiliated Company, Semi-Government Organization or NGO.

12 FORFEITS

12.1 The following clauses applies to any team that has had three (3) forfeitures recorded against it during the season:

- (a)** disqualification from participation in the PCNC competition for the remainder of the season;
- (b)** disqualification from playing in the finals;
- (c)** participation in the next season will be guaranteed only if the team shows commitment of players to participate prior to inclusion in the draws;
- (d)** subject to **Clause 12.1 (c)**, inclusion in the PCNC competition will be;
 - (i)** one division lower in the next season;
 - (ii)** at the lowest division if the absence is more than one season; or
 - (iii)** at the discretion of the PCNC Executives.

- 12.2** A team will be forfeited for failing to take the court within five (5) minutes after the umpire calls for the game to begin.

13 QUALIFICATIONS FOR FINALS

- 13.1** Teams that are eligible to play in the finals must have satisfied the following criteria during the season:

(a) Teams

- (i)** Must be properly and fully registered.
- (ii)** Must have paid all relevant registration fees.
- (iii)** Must have registered eligible players.
- (iv)** Should not have had three (3) consecutive forfeitures during the entire season.

(b) Players

- (i)** Must be eligible players.
- (ii)** Must be properly registered.
- (iii)** Must have played four (4) games during the current season of the PCNC competition.
- (iv)** If a registered player has played as a reserve during any one season, the team captain must ensure that any changes at half time are recorded on the score sheet and the umpire is made aware of those changes.

(c) On Court

- (i)** Each team must be in its proper uniform and must present its proper player ID cards before taking the court.
- (ii)** Each team must have a minimum of five (5) players on the court within 5 minutes of the time being called to take the court.
- (iii)** Any team which is not on court within 5 minutes of the time being called will be forfeited and the game will be awarded to the opponent team.
- (iv)** The Umpire's decision will be final with respect to any disputes on court.
- (v)** All conditions provided under **Clauses 3 and 5** will apply under this **Clause 13** and the prerogative is on the PCNC Executives to ensure that the application of those conditions are enforced.

14 DIVISION ALLOCATION

- 14.1** Promotion to each division will be done in the following manner:

- (a)** the winners for each division will be promoted to move up two places to the next division except for the premier division and division 1 which can only move up one place to the premier division.
- (b)** The runner-up teams for each division will be promoted to move up one place to the next division except for the premier division.
- (c)** The 3rd and 4th placed teams will remain in the division.
- (d)** Any team who is placed second last and last in each division will be demoted to the next lower division.

- (e) Withdrawals of any teams during the season must be subjected to the terms of **Clause 11**.
- (f) Forfeitures during the season will be subjected to the terms under **Clause 12**.
- (g) All movements of players during the trial period, at the commencement of season proper, will be at the prerogative of the PCNC Executives and their decision shall be final.
- (h) No movement of players between teams will take place after the third game of the season proper.

15 UMPIRES

- 14.1** The Umpires will be in full control of the game to ensure that there is always a proper conduct on the court by players, team officials and their supporters. This includes handling of disagreements on the courts and other behavioral technicalities.
- 14.2** Decisions of Umpires shall be final. There shall be no appeals against the decision of Umpires.

16 COMPLAINTS

All complaints and violations under this Regulation will be handled in accordance with **Clause 5**.

17 INJURIES

It is neither the responsibility of the PCNC nor its Executive for any injuries sustained by a player during the competition. Such responsibility will be borne by each respective Full Member and Associate Member.

18 JUDICIARY COMMITTEE

- 18.1** An independent Judiciary Committee is established under this clause.
- 18.2** The PCNC Executive will appoint, at the start of every season, the members of a Judiciary Committee.
- 18.3** The Judiciary Committee must comprise of three (3) personnel including the following:
 - (a) one Lawyer; and
 - (b) two Independent Personnel (with expertise in governance game knowledge).
- 18.4** The Lawyer will be appointed as Head of the Judiciary Committee.
- 18.5** The functions of the Judiciary Committee are to deliberate on disciplinary matters or complaints as referred to it from the PCNC Executive and effect the rules under the Constitution and this Rules and Regulation.
- 18.6** Members of the Judiciary Committee will be paid fees (refer **Appendix A**) for any one seating for deliberating on complaints raised by any Full Member and Associate Member referred to the Judiciary Committee by the PCNC Executive:

Appendix A

2025-2026

1. Team Registration Fee Schedule

K1, 500.00 covers the following fees:

- (a) Season player registration fee (unlimited players);
- (b) Season Team Affiliation fee; and
- (c) Season Score Sheet fee.

2. Team Official's Fees

QUALIFICATION LEVEL	GAME FEE	FORFEIT FEE
1. Umpires with Level 1 qualifications	K15/game	K7.50/forfeit
2. Umpires that are Certificate Holders	K12/game	K6.00/forfeit
3. Umpires with basic knowledge	K10/game	K5.00/forfeit
4. Scorers	K5/game	K2.50/forfeit

3. Judiciary Committee Fees

Judiciary Committee Members	Amount paid per seating
1. Head of Judiciary Committee	K100/seating
2. Independent members	K100/seating

APPENDIX B

DEED OF UNDERTAKING

THIS DEED OF UNDERTAKING is made on the _____ day of _____ ***[#insert year as appropriate]***.

We.....the Team Manager and Team Captain ofdo solemnly declare that we have read and fully understand the Rules and Regulations for season 2025/2026 and undertake to ensure that our team(s) comply with this Rules & Regulations.

We consent to have our team(s) penalized according to the terms of this Regulation when our team(s) are in breach of same.

This undertaking covers the competition period 2025/2026.

Captain Signature:Print Name:

Team Manager Signature:Print Name:

APPENDIX C

CODES OF CONDUCT

PRIVATE COMPANIES NETBALL COMPETITION (PCNC) CODES OF CONDUCT

GENERAL CODE OF CONDUCT FOR ALL PCNC MEMBERS

As a person required to comply with this Policy, you must meet the following requirements in your conduct during any activity held or sanctioned by PCNC.

1. Uphold the Vision, Mission and Values of PCNC Inc. as outlined in this Rules & Regulations (R&R).
2. Treat all persons with respect and courtesy and have proper regard for their dignity, rights, and obligations.
2. Be ethical, fair, considerate, and honest in all dealings with others.
3. Make a commitment to providing a high standard of sporting professionalism, both on and off the court, as a member of PCNC.
4. Operate within the rules and spirit of the sport of netball, the PCNC Inc. Constitution and policies which govern competition;
5. Do not use your involvement with Netball or PCNC to promote your own beliefs, behaviours, or practices where these are inconsistent with those of PCNC, its stakeholders and membership.
6. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
7. Always place the safety and welfare of children (persons under 18 years of age) above other considerations.
8. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
9. Comply with all relevant PNG laws particularly anti-discrimination and child protection laws.
10. Refrain from any behaviour that may bring PCNC and its membership into disrepute.
11. Provide a safe environment for the conduct of any netball activity.
12. Show concern and caution towards players or officials who may be sick or injured in the field of play.
14. Be responsible and accountable for your conduct and importantly be a positive role model for your team and your organisation.
15. Abide by the relevant PCNC role-specific Codes of Conduct and understand the repercussions if you breach these Codes of Conduct.

PRIVATE COMPANIES NETBALL COMPETITION (PCNC)

ADMINISTRATOR and MANAGER CODE OF CONDUCT

In addition to PCNC's General Code of Conduct, Administrators and Managers must meet the following requirements with regard to their conduct during any activity held by or under the auspices of PCNC and its membership.

1. Be fair, considerate, and honest in all dealings with all PCNC stakeholders.
2. Be professional and accept responsibility for your actions. Your language, presentation, manners, and punctuality should reflect high standards.
3. Resolve conflicts fairly and promptly through the PCNC Rules and Regulation (**R&R**) and established processes and procedures.
4. Maintain strict impartiality and be aware of your legal responsibilities as per the PCNC's R&R.
5. Develop a positive sport environment by allowing for the special needs of the players by emphasising enjoyment and by providing appropriate development and competitive experiences.
7. Ensure activities, equipment and facilities are safe and appropriate for players and officials.
8. Ensure that everyone (administrators, coaches, players, umpires, parents, spectators, sponsors) emphasise fair play in netball activities and games.
9. Where appropriate, distribute respective Codes of Conducts to your teams, coaches, players, and supporters and ensure these Codes of Conduct are complied with.

PRIVATE COMPANIES NETBALL COMPETITION (PCNC)

COACH CODE OF CONDUCT

In addition to PCNCs General Code of Conduct, Coaches must meet the following requirements with regard to their conduct during any activity held by or under the auspices of PCNC in their role as coaches.

1. Operate within the rules and spirit of netball, promoting fair play and respect for all players and officials.
2. Encourage and support opportunities for players and team members to learn appropriate behaviours and skills.
3. Display control and courtesy to all players and officials on and off the court.
4. Respect the rights and worth of every person regardless of their gender, ability, cultural background, or religion.
5. Respect the decisions of umpires, bench officials and administrators in the conduct of the sport.
6. Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
7. Adopt appropriate and responsible behaviour in all interactions as a member of PCNC.
8. Adopt and promote responsible behaviour in your teams and officials.
9. Act with integrity and objectivity and accept responsibility for your decisions and actions and that of your team.
10. Ensure your decisions and actions contribute to a safe and harassment free environment.
11. Do not tolerate harmful or abusive behaviours and place the safety and welfare of your athletes above all else.
12. Help each person (player, umpire, etc.) reach their potential – respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
13. Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
14. Be honest and do not allow your qualifications to be misrepresented.

PRIVATE COMPANIES NETBALL COMPETITION (PCNC)

PLAYER CODE OF CONDUCT

In addition to PCNC's General Code of Conduct, all players must meet the following requirements with regard to your conduct during any activity held by or under the auspices of PCNC and its membership in your role as a player.

1. Be a good Ambassador for your organisation and PCNC on and off the field of play – remember you are a brand ambassador for your organisation.
2. Respect the rights, dignity and worth of fellow players, coaches, officials, umpires, and spectators.
3. Respect the decision of umpires and abide by the rules of the game - refrain from abusive language or conduct; follow process to enquire or seek clarity on rules through the Team Captain at game interval times or through the PCNC sanctioned appeal process.
4. Refrain from conduct which could be seen as harmful, disrespectful, unethical and could be regarded as harassment.
5. Aspire to be a role model; care and respect the uniform and organisation you represent.
6. Always maintain a high standard of behaviour and conduct yourself responsibly and respectfully.
7. Do not engage in practices that affect sporting performance (alcohol, tobacco, betelnut and drug use).
8. Be mindful of the use of social media and be respectful of your team, other teams, your employer and PCNC membership as a whole.

PRIVATE COMPANIES NETBALL COMPETITION (PCNC)

UMPIRES and BENCH OFFICIALS CODE OF CONDUCT

I have read the PCNC's General Code of Conduct, and I understand its content. I undertake to abide by the Code of Conduct as a technical official (umpire/bench official) during the PCNC Season 2024/2025.

I will:

1. Umpire in accordance with the Official Rules (INF) of the sport of Netball.
2. Conduct and facilitate the PCNC Competition according to the R&R and in the true spirit of sportsmanship.
3. Be consistent and impartial when making decisions.
4. Treat players, coaches, managers, match officials with respect when conducting my duties.
5. Place the safety and welfare of the players above all else including a safe playing environment (in the field of play) and take appropriate action to avoid dangerous and unsafe play.
6. Always maintain a high standard of behaviour and conduct on and off the court.
7. Act with integrity and objectivity and accept responsibility for my decisions and actions.
8. Be a positive role model through behaviour and personal appearance projecting a favourable image of netball as an umpire and bench official.
9. Be courteous, respectful, and open to discussion and interaction with Captains, Coaches and fellow Technical Officials.
10. Endeavour not to participate in any activity that may bring the sport and PCNC into disrepute.
11. If I breach any of terms of this Code of Conduct, I am aware that I will be subject to any penalty or sanction that PCNC will impose on me as a Technical Official (bench official or umpire) during season 2023/2024.

Name of Umpire/Bench Official

Signature

Date

PRIVATE COMPANIES NETBALL COMPETITION (PCNC)

SUPPORTERS CODE OF CONDUCT

In addition to PCNC's General Code of Conduct, all Supporters must meet the following requirements with regard to self-conduct during any netball game or activity held by or under the auspices of PCNC and its membership in your role as a spectator.

1. Respect all players on and off the court and avoid use of unsportsmanlike language and conduct to bring disrepute to your team and your organisation.
2. Show respect for your team's coach, the umpires, and opponents and applaud good performance and effort by all players regardless of the outcome of the game.
3. Condemn the use of violence in any form, be it by administrators, coaches, players, umpires, or parents/guardians.
4. Encourage players to play according to the rules of Netball, respect decisions by game umpires and develop your own knowledge of the rules of Netball.
5. Refrain from using foul language, harassing players, officials, administrators, coaches, and umpires.
6. Be a good ambassador of your team and the organisation you represent.