



Mission

Skill & Character Beyond Hoops

Goals

- Create an environment for all members to enjoy basketball
 1. player, coach and official retention
- Develop quality people in our community
 1. success in education, volunteerism, community engagement, employment, etc.
- Develop strong technical and non-technical basketball skills in players, coaches and officials
 1. Individuals achieving their highest potential, up to state and national program selection
 2. Success of representative teams
- Create and develop strong basketball pathways for players, coaches and officials
- In 10-years be in the top three associations in Queensland for membership

Values

Rip – Respect, Integrity, and Professionalism

Respect

Celebrated action – above the line	Unacceptable actions – below the line
<ul style="list-style-type: none">• Respect and acknowledge others members• Display good courtesy and manners• Provide positive support and feedback• Respect the game and your role as a player, coach, parent, official, etc.• Demonstrate fairness and equal opportunity• Respect the venues and equipment• Loyal and supportive of the associations, its initiatives, and its members	<ul style="list-style-type: none">• Aggressive or abusive behaviour• Negative and non-constructive criticism• Negative attitude, behaviour and body language• Talking about others

Integrity

Celebrated action – above the line	Unacceptable actions – below the line
<ul style="list-style-type: none">• Giving 100% in all you do• Being accountable - tough but fair• Being reliable and never quitting• Promote & speak positively about the association – yes means yes and no means no• Acting openly, honestly and transparently – say what you mean and follow it through• Clear rules without grey areas and loopholes	<ul style="list-style-type: none">• Jumping from one club to the other season after season• Making excuses and transferring blame to avoid responsibility• A sense of entitlement rather than earning your place• Focus on ability at the expense of character that creates conflict and confusion

Professionalism

Celebrated action – above the line	Unacceptable actions – below the line
<ul style="list-style-type: none"> • Being prepared and showing up ready to do your job • Being on time and ready • Being accountable for your decisions and actions • Wearing your full and proper uniform for association events and activities • Showing pride in your association and teams 	<ul style="list-style-type: none"> • Yelling at others • Negative body language • Bullying and outlasting individuals • Using shortcuts • Saying one thing while doing another

Consequences for actions below the line

1. Talk with the individual or group to remind them of the Rip values and how their actions or behaviour are below the line
 - a. Notice and acknowledge the acceptable action – do not judge
 - b. Remind and reinforce expected standard
 - c. Provide the opportunity to correct
2. Direct and immediate action to penalise continued unacceptable actions – i.e.:
 - Player – benched from play/practice
 - Parent – removed/excluded from a venue
 - Coach – suspension from coaching role
 - Official – suspension from officiating role
3. Committee/tribunal to formally apply the code of conduct/Grievance process

Procedures to be reviewed and established

- Code of conduct
 - Committee
 - Players
 - Coaches
 - Officials
 - Parents
 - Volunteers
- Induction manual/video
- Player transfer rules
- Policy, procedures, and rules for club competitions
- Participation eligibility rules
- Grievance/dispute resolution process
- Social media policy
- Coach/player/parent communications



To be a good Rip City Basketball player:

- Be a teammate who asks what can I give, not what can I get
- Be grateful and give 100% to coaches who ask and push you to reach your full potential
- Hold yourself to a higher standard, celebrate success, while you own and learn from mistakes
- Always show up on time, ready to play and give 100% in training and games
- Realise that you only get out what you put in
- When things go wrong, do not blame but instead ask "what can I learn and how can I improve."
- Show respect to your coach, the referees, score bench, and fans
- Support your team mates

To be a good Rip City Basketball Coach:

- Keep being positive role models and mentors to our players – good people make good basketballers
- Respect and encourage your players and celebrate success
- Earn the trust of players through respect, integrity and professional support of their development
- Keep asking more of your players than they ask for themselves – help lifts them to the next level
- Be clear and consistent in your communication and follow through on what you say
- Have standards, not rules and ensure players are accountable for their behaviour
- Be the coach you always wished you had
- Leave referees alone, they have a coach too and are striving to get better, treat them with respect and be mindful that they too are someone's son or daughter who is probably there supporting them.

To be a good Rip City Basketball Parent:

- Step back, release your kids and let them own the experience; this is their journey
- Be a parent and supportive fan – let the coaches coach, the referees call the game and the kids enjoy playing the game they love
- Let the ride home belong to your kids and allow them to dictate the conversation. Research shows this is the #1 'dislike' for youth in sport.
- Allow coaches to hold your kids accountable for their actions at practice and in games
- Respect the coaches that show Respect and Care for your kids
- Help to create a safe to fail environment – mistakes and failure are how we learn and grow
- Be a positive part of creating an environment where everyone can enjoy basketball
- See your kids and simply love watching them play