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## Johannesburg Giants Basketball Club (Pty) Ltd

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**Company Registration Number: 2025/359615/07**

### **Code of Conduct, Policies, and Disciplinary Procedures**

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#### **1. INTRODUCTION**

This Code of Conduct and associated Policies and Disciplinary Procedures are established to ensure a professional, respectful, and safe environment for all players, coaches, officials, and stakeholders of Johannesburg Giants Basketball Club (Pty) Ltd ('the Club'). These rules apply to all members, participants, and representatives engaged with the Club.

#### **2. CODE OF CONDUCT**

All players, staff, and stakeholders shall:

- Uphold integrity, respect, and sportsmanship on and off the court.
- Adhere to all Club rules, competition regulations, and relevant laws.
- Treat others with dignity, without discrimination based on race, gender, age, religion, or background.
- Respect officials, opponents, coaches, and team members.
- Avoid use of foul language, violence, or inappropriate conduct.
- Abstain from alcohol, drugs, and banned substances when representing the Club.
- Maintain punctuality and attendance at practices, matches, and Club functions.
- Follow instructions from coaches, team managers, and designated leadership.

#### **3. GENERAL POLICIES**

- 3.1 **Attendance and Punctuality:** Players are expected to attend all scheduled practices, games, and meetings. Absences must be communicated in advance.
- 3.2 **Substance Abuse:** The Club has a zero-tolerance policy for drug or alcohol use while engaged in Club activities.
- 3.3 **Uniform and Equipment:** Players must wear official Club uniforms and care for team equipment.
- 3.4 **Social Media:** Players and staff must refrain from posting defamatory or inappropriate content about the Club or its members.
- 3.5 **Safety:** All participants must adhere to safety protocols and report injuries or unsafe conditions immediately.



#### **4. DISCIPLINARY PROCEDURES**

- 4.1 All alleged breaches of this Code or Club Policies will be investigated by the appointed Disciplinary Committee.
- 4.2 The process includes:
- Written complaint or report of misconduct.
  - Notice given to the alleged offender.
  - Opportunity to respond and attend a disciplinary hearing.
- 4.3 Sanctions may include:
- Verbal or written warnings.
  - Suspension from practices or matches.
  - Termination of membership or contract.
  - Referral to legal authorities where criminal conduct is suspected.

#### **5. APPEALS**

- 5.1 Individuals have the right to appeal any disciplinary decision within 7 days of the outcome.
- 5.2 Appeals must be submitted in writing to the Chairperson or appointed Appeals Officer, who will review the case within 14 days.

#### **6. GIFT POLICY**

- 6.1 All gifts, benefits, or sponsorship-related perks received by directors, staff, or players must be disclosed.
- 6.2 Monetary gifts above R1,000 or gifts with significant commercial value require Board approval.
- 6.3 Gifts must not influence decisions, contracts, or selection processes.
- 6.4 Accepting gifts contrary to this policy may result in disciplinary action, including termination.

#### **7. IMPLEMENTATION AND REVIEW**

- 7.1 This Code shall be made available to all players and staff upon joining the Club.
- 7.2 The Club reserves the right to update the Code annually or as needed. All amendments shall be communicated in writing.



## **ANNEXURE A – THE CLUB INTEGRITY, ANTI-GAMBLING, ANTI-BRIBERY AND DRUG & ALCOHOL POLICY**

### **1. PURPOSE**

This policy promotes a safe, ethical, and legally compliant environment within the Club. It establishes standards regarding drug and alcohol use, gambling, bribery, corruption, and integrity. The Club is committed to maintaining fairness, safety, transparency, and compliance with applicable laws.

### **2. SCOPE**

This policy applies to all players, coaches, staff, volunteers, representatives, and any individuals engaged in club-related activities, events, travel, or official functions.

### **3. DRUG AND ALCOHOL POLICY**

#### **3.1. Prohibited Conduct**

- Using, possessing, selling, distributing, or being under the influence of illegal drugs.
- Misusing prescription or over-the-counter medication.
- Consuming or being impaired by alcohol during practices, games, team travel, or club events (unless specifically permitted for adults at designated events).
- Refusing to submit to required drug or alcohol testing.

#### **3.2. Testing (Pre-Season, Random, Post-Incident, Reasonable Suspicion, Return-to-Play)**

The Club may conduct testing to ensure compliance with this policy. Results will be handled confidentially.

##### **3.2.1. Type of Testing**

The Club may require drug and/or alcohol testing under the following circumstances:

##### **Pre-Season Testing**

Players may be required to complete a drug test before the start of each season.

##### **Random Testing**

Random tests may be conducted for players or staff at any point during the season to ensure compliance.



### **Reasonable Suspicion Testing**

Testing may occur if there is reasonable belief that an individual is impaired, based on observable behavior, appearance, speech, or safety concerns.

### **Post-Incident Testing**

Testing may be required following on-court or off-court incidents, including injuries, unsafe conduct, or violations of club rules.

### **Return-to-Play Testing**

Players who previously violated this policy may be required to complete testing before returning to practices or games and may undergo follow-up testing.

## **3.3. Testing Procedures**

- All testing will be conducted by accredited professionals or certified laboratories.
- Testing will be done discreetly, and results handled confidentially.
- Individuals may be suspended from club activities while awaiting results if safety risks are present.

Refusal to take a test, tampering with a sample, or providing false information will be treated as a positive test result.

## **3.4. Prescription and over-the-counter medications**

Players taking medication that may affect performance or safety must notify coaching staff or the Technical Team. Proper medical use will not violate this policy, but failure to disclose medication that could impair performance or safety may lead to disciplinary action.

## **4. ANTI-GAMBLING POLICY**

The Club strictly prohibits all forms of gambling related to basketball or club activities. This includes:

- Betting on any basketball game, including professional, college, or youth games.
- Participating in or facilitating match-fixing or point-shaving schemes.
- Providing inside information for gambling purposes.
- Using club facilities or devices for gambling activities.

Any involvement in sports betting or gambling that compromises game integrity will result in disciplinary action, up to and including removal from the club.

## **5. ANTI-BRIBERY AND ANTI-CORRUPTION POLICY**

The Basketball Club maintains zero tolerance for bribery and corruption in accordance with the all applicable laws. The following conduct is strictly prohibited:

- Offering, giving, accepting, or requesting bribes.
- Providing anything of value (gifts, money, favors, hospitality) to influence officiating, recruiting, selection decisions, game outcomes, or regulatory decisions.



- Engaging in corrupt practices with referees, officials, sponsors, partners, or government personnel.
- Making facilitation payments (small unofficial payments intended to speed up a routine action).
- Falsifying financial or operational records.

## **6. GIFTS AND HOSPITALITY**

Modest, customary, and reasonable gifts may be allowed as per the Code of Conduct Policy above and when they:

- Are not intended to influence a decision or secure an improper advantage.
- Comply with local laws and club guidelines.
- Are transparently reported to Club Management.

Excessive or suspicious gifts, entertainment, or payments are prohibited.

## **7. REPORTING OBLIGATIONS**

All players, staff, and volunteers must promptly report:

- Suspected bribery or corruption.
- Attempts to influence game results.
- Gambling-related approaches or suspicious behavior.
- Drug or alcohol violations.
- Requests for unofficial or improper payments.

Reports may be made confidentially to Club Management.

## **8. CONSEQUENCES OF VIOLATIONS**

Failure to comply with this policy may result in:

- Suspension from club activities.
- Permanent removal from the team or club.
- Referral to law enforcement authorities when legally required.
- Loss of eligibility for competitions or events.
- Termination of staff or volunteer roles.

## **9. SUPPORT AND ASSISTANCE**

Individuals seeking help for substance-related issues prior to violating the policy may be offered assistance or referral to support services.

## **10. RECORD-KEEPING AND COMPLIANCE**

The Club will maintain accurate records consistent with the laws and regulations requirements. All transactions and agreements must be transparent and fully documented.



## **11. CONFIDENTIALITY**

All reports, test results, and investigations will be handled confidentially and shared only with authorized personnel.