



# Child Protection & Participation Inclusion Policy

Revised February 2026

- 📍 PO Box 11531, Westminster, California, 92685, United States
- 🌐 <https://NetballAmerica.com/>

## STATEMENT OF COMMITMENTS

- Netball America® is committed to the prevention of abuse and acting at all times in the best interest of children, young people and vulnerable adults to whom we provide a service by providing safe, inclusive spaces.
- Netball America® is committed to the encouragement of children and families to be physically active, maintain a healthy lifestyle and includes those with disabilities to ensure they feel part of their community.
- Netball America® is committed to ensuring all coaches and volunteers are qualified, trained and supported.
- Netball America® ensures all coaches are Safe Sport Certified and mandated reporters.
- Netball America® is committed to ensuring our programs cater to all ages, genders, sizes and ability levels.
- Netball America® is committed to ensuring youth, parents, coaches, administrators and community partners feedback is reviewed and action taken, where necessary.
- Netball America® is committed to providing fair play time and inclusivity for participants.
- Netball America® is committed to promoting good sportsmanship, including respect of others and the game of Netball.
- Netball America® is committed to using sport as a platform to empower youth for peace and strong futures, while increasing participation in sports, all while learning the fun globally popular sport of Netball.
- Netball America® is committed to dealing with abuse, suspected abuse or disclosure of abuse in a timely fashion.
- Netball America® recognizes the participants safety and wellbeing should have priority.
- Netball America® will ensure any disclosures about alleged abuse are acknowledged and appropriate action taken to ensure the safety of children.
- Netball America® is committed to complying with all relevant legislation and carries all relevant insurance.
- Netball America® is committed to informing members of club risk and children protection policies and encourage members to adopt these policies also.
- Netball America® is committed to updating this policy annually and requiring all Advisory Council, Board of Directors, Executive Team, Committees, Coaches, Umpires, Athletes and other volunteers read and sign annually this policy.

For additional information, Netball America®'s Code of Conduct can be located at [NetballAmerica.com](http://NetballAmerica.com).



## OBJECTIVE

The overall objective of this child and participation protection and inclusion policy is to ensure that the safety of any child or participants involved in any of our programs.

Netball America® is committed to protection the safety and well-being of children and other participants who participate in Netball America® related programs and activities or utilize any Netball America® sponsored or partner facilities for activities including, but not limited to, Be An Inspiration® Programs, Summer Camps, Netball America® sanctioned tournaments and events, including the U.S. Open Netball Championships®, The National Netball League®, The American Netball Team®, My Netball Academy events and school, university and community programs through Net Together® and Ready, Set, Net® programs.

## CHILDREN'S BILL OF RIGHTS IN SPORTS

The overall objective of this child and participation protection and inclusion policy is to ensure that the safety of any child or participants involved in any of our programs.

Netball America® is committed to protection the safety and well-being of children and other participants who participate in Netball America® related programs and activities or utilize any Netball America® sponsored or partner facilities for activities including, but not limited to, Be An Inspiration® Programs, Summer Camps, Netball America® sanctioned tournaments and events, including the U.S. Open Netball Championships®, The National Netball League®, The American Netball Team®, My Netball Academy events and school, university and community programs through Net Together® and Ready, Set, Net® programs.

At Netball America®, we believe every child should be able to develop their human potential through sports. That's why we recognize the rights below, which were developed by PROJECT PLAY and tailored to Netball America®, an initiative of the Aspen Institute Sports & Society Program that develops, applies and shares knowledge that helps stakeholders build healthy communities. [Project Play has accepted Netball America® as a national governing body partner.](#)

### CHILDREN'S BILL OF RIGHTS IN SPORTS - All Children have the right:

- To play sports
- To safe and healthy environments
- To qualified program leaders
- To developmentally appropriate play
- To share in the planning and delivery of their activities
- To an equal opportunity for personal growth
- To be treated with dignity
- To enjoy themselves

**REFER APPENDIX 1 ATTACHED TO THIS DOCUMENT FOR A COPY OF THE CHILDREN'S BILL OF RIGHTS IN SPORTS WITH NETBALL AMERICA'S ACTION PLANS ON HOW WE HONOR THESE RIGHTS.**



## REQUIREMENTS BY NETBALL AMERICA® TO PROTECT CHILDREN AND PARTICIPANTS

### • BACKGROUND CHECKS

Netball America® requires vetting on any personal whether paid or voluntary who are in a leadership position with Netball America®, this includes the Board of Directors, Executive Management Team, Committee Members, as well as coaches in our school programs or coaches, managers, trainers or other members, with the exception of athletes, representing the USA on the American Netball Team®. Background checks are not necessary for those who participate with the children in the program; however, these participants may not be alone with any children or step in to lead a program.

Each U.S. State and department we work with has different background check requirements. Netball America® will work with the county, city or school district to comply with their background check requirements.

Netball America® is to use only reputable background check companies. Our current provider AMSIS is available not only for Corporate but for our members. Members may request a quote [using this link](#).

### • INSURANCE

Netball America® will maintain insurance to protect the organization, including the Board of Directors, Executive Management Team, Committee Members, as well as coaches, umpires and other volunteers who are representing Netball America® at our sanctioned events. The insurance will include general liability, injury insurance, directors' and officers' liability, travel insurance and molestation insurance. Often times event insurance may be required.

Netball America® has a partner who will provide all of the above types of insurance to our members. AMSIS is available for our members [using this link](#).

### • EQUIPMENT

Netball America® will ensure safety pad covers on Netball posts is used.

### • WAIVERS

Netball America® will obtain waivers from participants. Depending on the country, district or school we are working with we may need to also use their waivers for our participants or update our waivers to include their required information.

### • REGISTRATION

Each program and event must maintain its own registration system and participants attending an event must register using this system. This will capture at a minimum participants name, email, phone, emergency contact and allergies. All coaches / heads of department leading a program will have access to participants phone number, emergency contact and allergies as safety precautions. It will also facility staffs' signage of waivers and annual policy review confirmation.

### • RISK MANAGEMENT TRAINING

Prior to the start of a new season or program Netball America® will conduct risk management training will all coaches and volunteers.

## RELATED DOCUMENTS

This Child Protection and Participation Inclusion policy is to be used in conjunction with the following existing Netball America® policies:

- Complaints Policy
- Code of Conduct
- Transport Policy
- Privacy Policy
- Athletes Rights Policy
- Background Check Policy

The above policies are located at [www.NetballAmerica.com](http://www.NetballAmerica.com).

This child protection policy adheres to the following Acts:

- [Child Protection Act of 2012 \(2012 – H.R. 6063\)](#)
- [The Child Online Protection Act \(COPA\)](#)
- [The Child Abuse Prevention and Treatment Act \(CAPTA\) 2016](#)

## SCOPE

This policy applies to all children who are clients of this organization, and to those with whom personnel come into contact in the course of their work with Netball America®. It applies to all staff, members, volunteers, and management of Netball America®. It also applies to any special guests, consultants or contracted personnel providing support services on behalf of Netball America®. We encourage our members to implement this policy or a similar one within their club.

## DEFINITIONS

- A child is defined as anyone under the age of 18.
- An adult receiving a service a result of their deafness or disability could be regarded as a 'vulnerable adult' and thereby also covered by this policy.
- 'Staff' is defined as those who are employed directly by or volunteer for Netball America®, as well as staff and volunteers of partner organizations whilst they are working with children and young people in the care or supervision of Netball America®.

## RESPONSIBILITIES

The Board of Directors hold the responsibility for overseeing the policy, training, complaints etc., regarding this child protection policy. The designated person for child protection and participation inclusion for Netball America® is Amara Mbionwu, Board Member. You can contact Amara at [IAmara@NetballAmerica.com](mailto:IAmara@NetballAmerica.com) with any questions about this policy.

## FEDERAL CHILD ABUSE PREVENTION

The Federal Child Abuse Prevention and Treatment Act (CAPTA) (42 U.S.C.A. § 5106g), as amended by the CAPTA Reauthorization Act of 2010, defines child abuse and neglect as, at minimum:

- "Any recent act or failure to act on the part of a parent or caretaker which results in death, serious physical or emotional harm, sexual abuse or exploitation"; or
- "An act or failure to act which presents an imminent risk of serious harm."
- This definition of child abuse and neglect refers specifically to parents and other caregivers. A "child" under this definition generally means a person who is younger than age 18 or who is not an emancipated minor.

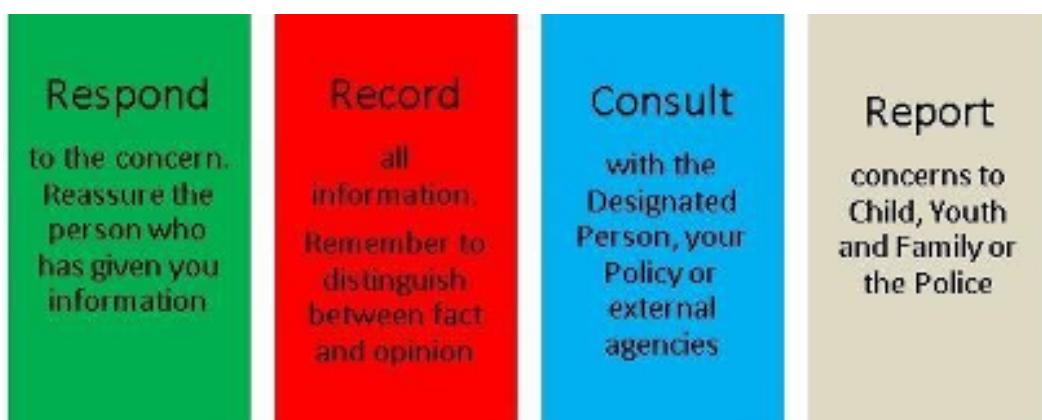
While CAPTA provides definitions for sexual abuse and the special cases of neglect related to withholding or failing to provide medically indicated treatment, it does not provide specific definitions for other types of maltreatment such as physical abuse, neglect, or emotional abuse. While Federal legislation sets minimum standards for States that accept CAPTA funding, each State provides its own definitions of maltreatment within civil and criminal statutes.

All coaches, volunteers and staff working with children must read the [Fact Sheet on 'What is Child Abuse and Neglect? Recognizing the Signs and Symptoms'](#) published in 2013 by the [Child Welfare Information Gateway](#).

## CHILD PROTECTION PROCEDURES

Any issues of suspected child abuse must be taken seriously and handled in an appropriate manner that ensures the child's safety.

The Designated Person for Child Protection is responsible for ensuring that the procedure for reporting child abuse is effective and timely. If a member of staff has a child protection concern, then they must inform the Designated Person as soon as possible. You can contact the Designated Person for Child Protection Amara Mbionwu, at Amara@NetballAmerica.com.



## CONFIDENTIALITY AND INFORMATION SHARING

Keeping children safe requires the appropriate sharing of information subject to legal restrictions and the best interests of the child. Refer to [Netball America® Privacy Policy](#).

- Netball America® recognizes that all staff must act within the legal requirements of the Acts noted above and other state statutes. There are provisions within each of these acts for sharing information needed to protect children and enable other people to carry out their legitimate functions. In general staff will not share information if they believe that by doing so this will endanger the child.
- Staff may be asked to provide information to Child Protective Services (CPS) or Department of Social Services (DSS), the police, Court or lawyers and/or psychologists.
- Information sharing will be restricted to those who are designated as "need-to-know" in order to protect the child(ren) involved.
- When any of the above contacts a staff member for information that staff member must first refer to The Designated Person for Child Protection for clearance before providing the information.
- In the case of a Social Worker or Counsel for Child wishing to interview a child while in the care of Netball America®, the staff member must consult The Designated Person for Child Protection to be certain that such an interview will be undertaken legally and in the best interests of the child.
- A child's records will be kept as factual as possible, and nothing will be recorded as fact without evidence to back it up. This means, for example, that no entry will be made on a child's record about guardianship of a child without sighting the appropriate documentation.

## RELATIONSHIP WITH EXTERNAL AGENCIES

- Netball America® will maintain a good working relationship with appropriate agencies that have specialist knowledge to help us protect children from abuse.
- Netball America® believes that in order to keep children safe, people who suspect or uncover abuse should not be tempted to deal with cases themselves. When there is a relationship of trust and understanding with the statutory agencies, people are more likely to report and enable professional investigation to ensue.
- A list of specialist agencies will be kept and updated by the Designated Person for Child Protection. A copy of this will be made available to all staff.
- Netball America® will also maintain relationships with NGOs and agencies that provide services to children and families. Netball America® encourages the networking of agencies, and staff will undertake an active program for maintaining the relationships between the agencies.
- Netball America® will respond to suspicions and allegations of child abuse by a member of staff in a manner which best ensures children's or young persons' immediate and long-term safety and will treat suspicions or allegations against a staff member with the same seriousness as suspicions or allegations made against any other person.

- Netball America® will not act alone and will refer all suspected situations of child abuse to the relevant agency. The safety of the child will be the primary consideration, and no person in this organization will collude to protect an adult or an organization.
- When abuse is suspected, or an allegation made against a staff member, the first consideration will be to ensure the safety of child.
- When abuse is suspected, staff will follow the process for Responding to Suspected Child Abuse included in this policy.
- When there are suspicions of abuse by a staff member, both staff and children's rights are to be attended to. This means that the safety of the child is of first concern, and that the staff member must have access to legal and professional advice.
- The person managing the child abuse issue will not be the same person as that managing the employment issue.
- The suspected staff member (or volunteer) will be prevented from having further unsupervised access to children during any investigation and will be informed fully of their rights.
- Staff will declare to a senior person any situation where there could be a conflict of interest, and provision made on a case-by-case basis about who will handle the process.
- If a child discloses abuse, staff will also follow the guide outlined here.
- Netball America® recognizes the added stress to fellow staff in such a situation and will ensure support is available.
- A risk assessment must be undertaken to determine what level of access, if any, that person should have, to other children.
- If the police decide to undertake a criminal investigation then the member of staff may be suspended, without prejudice, as a precautionary measure. It is important that no internal investigation is undertaken, and no evidence gathered that might prejudice the criminal investigation.
- If Netball America® is aware that a member of staff it has placed on precautionary suspension also works with children for another organization, either as an employee or a volunteer, it should ensure that the other organization is informed of the suspension and the subsequent outcome. Consultation with relevant agencies will determine how this information is conveyed.
- If there is insufficient evidence to pursue a criminal prosecution, then a disciplinary investigation may still be undertaken if there is "reasonable cause to suspect" that abuse may have occurred. The allegation may represent inappropriate behavior or poor practice by a member of staff which needs to be considered under internal disciplinary procedures.

## DEFINITIONS

- "Screening" means an internal process for identifying suitable candidates – in this case, those who can be relied on to keep children in the care of Netball America® safe.
- Screening is about following a process to collect enough information that Netball America® having assessed the risks, that the applicant is safe to work with children in the role they are applying for. More specifically, it means verifying their identity, gathering information about them through application forms, interviews, resumes and reference checks, and finally performing vetting procedures.
- "Vetting" means the formal process of obtaining checks from another agency, e.g. criminal record checks, fingerprint and background checks.

## TRAINING

- Netball America® recognizes that induction training for new employees is critical to the safety of children and all staff whether paid or unpaid will attend induction training on child abuse. They will also be required to attend training to understand and carry out the child protection policy, and their further training needs will be identified.
- All new staff will undertake an induction program that requires them to read and understand specific material and information about child abuse.
- A child protection component will be part of the induction training for the Board of Directors, the Executive Management Team and any volunteers.
- All new staff members will attend an informative session where this Child Protection Policy is clearly explained.
- All staff will read and have a copy of the Child Protection Policy. Reference to the Child Protection Policy will be made on a regular basis in staff meetings and training sessions, so that staff remain familiar with and up to date with the policy statements and procedures.
- The ability of staff to protect children in their care is critical. All staff will be expected to undertake training in child protection at a level appropriate to their position. Netball America® will ensure that such knowledge is kept up-to-date and relevant.
- All staff will be expected to complete basic training covering how to recognize and respond to children affected by child abuse and family violence.
- Time will be made available on full pay to attend these programs, and costs will be met by Netball America®.
- All Board of Directors, management team, coaches and volunteers working with Children under 18 will be required to complete the U.S. Center for SafeSport – SafeSport Training.
- Staff will undertake refresher training and review of policies every year. All coaches will undertake training prior to the start of any program.

## SAFE WORKING PRACTICES

- Netball America® believes that as far as possible, staff working with children and families should keep their personal and professional lives separate and does not encourage close personal relationships or care-taking activities outside the work environment.
- All members of staff, whether paid or voluntary, are expected to follow guidelines that clarify appropriate behavior. Netball America® will review these regularly with staff to ensure that the guidelines meet the needs arising from ever-changing environments and situations.
- All staff will have a clear understanding of, and agree to, Netball America®'s Code of Conduct, Privacy, Conflict of Interest and other policies are outlined at <https://netballamerica.com/>.
- Staff are to inform their senior manager of any existing relationships with members, students, clients or their families which could constitute a conflict of interest or place the staff member in a position of compromise.
- Staff are to inform their senior manager of any potential situations of possible compromise or conflict of interest that arise as part of their work.
- No staff member is to enter into any relationship with a child, young person or family, which could mean that any other section of this policy, is compromised.

## GLOSSARY

### **Bullying**

"The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim." Anti-Bullying Alliance Statement of Purpose UK

### **Child**

The United Nations Convention on the Rights of the Child states in Article 1, that 'child' means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier.

### **Child Abuse**

"The harming (whether physically, emotionally, or sexually), ill-treatment, abuse, neglect, or deprivation of any child or young person."

## GLOSSARY

### **Child Abuse and Neglect**

Harming or maltreatment, whether physical, sexual, emotional (also called psychological) or, by neglect. Abuse is generally seen as an act of commission or a deliberate act, whereas neglect is seen as an act of omission or a failure to do something.

### **Child Pornography**

In accordance with the Optional Protocol to the Convention on the Rights of the Child, 'child pornography' means 'any representation, by whatever means, of a child engaged in real or stimulated explicit sexual activities or any representation of the sexual parts of a child for primarily sexual purposes.'

### **Child Protection**

An activity or initiative or project designed to protect children from any form of harm, particularly arising from child abuse or neglect.

### **Emotional Abuse**

The persistent emotional ill treatment of a child adversely affects their development, it may involve conveying to a child that they are worthless, unloved, and inadequate; or where inappropriate expectations are imposed upon them. In addition, it includes children who are regularly frightened, exploited or corrupted.

### **Family Violence**

Children are always affected either emotionally or physically where there is family violence even if they are not personally injured.

### **Neglect**

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development, such as failing to provide adequate food, shelter and clothing, or neglect of, or unresponsiveness to, a child's basic emotional needs. It may include but is not restricted to physical neglect ... neglectful supervision ... medical neglect ... abandonment ... [and] refusal to assume parental responsibility.

### **Notification, Referral, Reporting**

Notification, referral, and reporting are all terms used to describe making a report of concern to Child, Youth and Family or the Police.

### **Online Grooming**

Online grooming of children occurs on the Internet. Some abusers will pose as children online and make arrangements to meet with them in person.

The act of sending an electronic message with indecent content to a recipient whom the sender believes to be under 16 years of age, with the intention of procuring the recipient to engage in or submit to sexual activity with another person, including but not necessarily the sender. Section 131B, Crimes Act 1961 [Section 131B: inserted, on 20 May 2005, by section 7 of the Crimes Amendment Act 2005 (2005 No41)].

## GLOSSARY

### **Personnel or Staff**

Personnel either employed by an organization or engaged by an organization on a sub-contract basis, or engaged by an organization on a voluntary or unpaid basis.

### **Physical Abuse**

May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child including fabricating the symptoms of, or deliberately causing, ill health to a child.

### **Sexual Abuse**

Involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts and non-physical contact – for example, sexual grooming. Sexual abuse may also include involving children in looking at, or in the production of, pornographic material, or encouraging children to behave in sexually inappropriate ways.

### **Sexual Grooming**

Refers to actions deliberately undertaken with the aim of befriending and establishing an emotional connection with a child, in order to lower the child's inhibitions in preparation for child sexual abuse. Sexual Grooming is a criminal offense.

### **Using Force**

Using force for the purpose of disciplining a child is a criminal offense.

### **Vulnerable Adults**

Some adults are more vulnerable to abuse, such as those with physical disabilities or learning and development delays.

### **Vulnerable Children**

Children who are particularly vulnerable to abuse, such as very young children or those with physical and mental disabilities.

## APPENDIX 1

At NETBALL AMERICA, we believe  
**every child should be able to develop their  
human potential through sports.**

That's why we recognize the rights below, which were developed by **PROJECT PLAY**, an initiative of the Aspen Institute Sports & Society Program that develops, applies and shares knowledge that helps stakeholders build healthy communities.

# CHILDREN'S BILL OF RIGHTS IN SPORTS

## **ALL CHILDREN HAVE THE RIGHT:**

### **1. TO PLAY SPORTS**

Children have the right to have organizations make every effort to accommodate their interest to participate, and to play with peers from diverse backgrounds.

- Providers should develop policies, practices, and partnerships to include youth from underrepresented populations, and create programs that both meet and stimulate youth interest in sports.
- Non-profits and other groups that benefit from the use of public facilities have a special duty to protect the right of all children to participate.

## Here's how we honor this right:

Netball America is committed to the encouragement of children and families to be physically active, maintain a healthy lifestyle and includes those with disabilities to ensure they feel part of their community.

We honor this right through:

- creation of a Child Protection and Inclusion Policy that is reviewed and signed annually by the Board, Executive Management, Coaches and Volunteers;
- investment in underserved populations by providing free programs to get youth participating in physical fitness, nutrition & social-emotional learning programs; &
- development of community partnerships.

## 2. **TO SAFE AND HEALTHY ENVIRONMENTS**

Children have the right to play in settings free from all forms of abuse (physical, emotional, sexual), hazing, violence, and neglect.

- They must be provided safe and inclusive playing facilities and equipment.
- While the physical nature of sports means all risks cannot be eliminated, programs should take precautions to protect youth from harm and dangerous situations.
- At all times, the best interests of the child should prevail.

## Here's how we honor this right:

Netball America is committed to the prevention of abuse and acting at all times in the best interest of the children, young people and vulnerable adults to whom we provide a service by providing safe, inclusive spaces.

We honor this right through:

- creation of protocols to deal with suspected abuse;
- inclusion of risk management, safeguarding measures and protocols in annual training to the Board, Executive Management, Coaches and Volunteers;
- provision of safety equipment to be utilized during programming; and
- purchase of injury, general liability, sexual abuse and molestation insurance policies.

## 3. TO **QUALIFIED** PROGRAM LEADERS

Children have the right to play under the care of coaches and other adults who pass background checks.

- Coaches also should receive training in, at a minimum:
  - general concepts in coaching youth;
  - sport-specific coaching;
  - the emotional needs of children;
  - injury prevention;
  - CPR and First Aid;
  - and abuse prevention.
- Children and parents/caregivers deserve to know program policies and procedures in these areas.

### Here's how we honor this right:

Netball America is committed to ensuring all coaches and volunteers are qualified, trained and supported.

#### We honor this right through:

- creation of a thorough recruitment process, involving interviews, reference and background checks on all team members;
- creation of a Child Protection Policy, Code of Conduct, Privacy Policy and other policies that are reviewed and signed by all coaches and volunteers;
- provision of training prior to the start of any program. The training covers the core netball curriculum, dealing with parents and children, safety and risk protocols, liability and risk management, social-emotional topics and child protection and inclusion. It also covers incident protocols. In addition, the coaches must have CPR and First-Aid current certifications. All coaches are 'Safe Sport' certified ([www.SafeSport.org](http://www.SafeSport.org)); and
- creation of an information pack with specific youth and parent handouts. These are given to all participants and their parents.

#### 4. TO DEVELOPMENTALLY APPROPRIATE PLAY

Children have the right to play at a level commensurate with their physical, mental, and emotional maturity, and their emerging athletic ability.

- Roster sizes, rules, and equipment should be adapted to those levels.
- They should not be subject to inappropriate pressure or exploitation.
- Reasonable efforts should be made to recruit and accommodate youth with disabilities.
- All children should be treated as young people first, athletes second.

**Here's how we honor this right:**

Netball America is committed to ensuring our programs cater to all ages, genders, sizes and ability levels.

We honor this right through:

- discussion with professionals to ensure the curriculum is adapted appropriately for kids with disabilities, respective age groups and athletic abilities;
- modification of the rules and equipment to cater for these different levels;
- promotion of programs to include all genders and ability levels;
- creation of skills, drills and game play to ensure all participants are included and get to pass and catch the ball; and
- creation of partnerships with schools and community-based organizations, including those who work with kids with disabilities.



## 5. TO **SHARE IN THE PLANNING AND DELIVERY OF THEIR ACTIVITIES**

Children have the right to share their viewpoints with coaches and program administrators, and for their insights to be incorporated into activities.

- They have the right to identify sport options of their own interest and, especially with younger participants, consideration should be given to how much they want to train.
- Youth should be provided ample space for free play and to enjoy other sport, cultural and family activities.

### Here's how we honor this right:

Netball America is committed to ensuring youth, parents, coaches, administrators and community partners feedback is reviewed and action taken, where necessary.

#### We honor this right through:

- communication with all parties involved;
- creation of parent and participant surveys;
- involvement of youth in curriculum development and updates;
- obtain feedback from community partners to understand participant needs; and
- creation of an environment where youth feel included and comfortable to share their viewpoints.



## 6. TO AN **EQUAL OPPORTUNITY FOR PERSONAL GROWTH**

Children have the right to have programs invest equally in them, free of discrimination based on any personal or family characteristic.

- Policies on minimum playing time in games should be established in recognition of the evolving capacities of youth, with a bias, especially at the younger ages, toward roughly equal playing time over the course of a season.
- Programs should create balanced teams where possible and be judicious in creating competition formats that favor early bloomers to the exclusion of others.

### Here's how we honor this right:

Netball America is committed to providing fair play time and inclusivity for participants.

We honor this right through:

- creation of balanced teams based on ability levels;
- development of appropriate competition formats to allow all ability levels to participate;
- rotation of kids in different positions on court for them to experience and develop different skills such as shooting and defending; and
- creation of in-person and remote programming to enable youth to participate who aren't located near an in-person program.



## 7. TO BE TREATED WITH **DIGNITY**

Children have the right to participate in environments that promote the values of sportsmanship, of respect for opponents, officials, and the game.

- They have the right to make mistakes and fail without fear.
- Policies should be established and enforced to prevent bullying behavior by coaches, parents, spectators, and teammates. Education on these matters should be provided to them, in a variety of formats and languages.

**Here's how we honor this right:**

- Netball America is committed to promoting good sportsmanship, including respect of others and the game of Netball.

We honor this right through:

- creation of a code of conduct for every Board Member, Executive Management, Coaches, Officials, Volunteers, Members and Participants must adhere to;
- creation of an Athletes Rights and Responsibilities policy; and
- inclusion of topics such as good sportsmanship, teamwork, anti-bullying etc in the curriculum for youth.

## 8. TO **ENJOY THEMSELVES**

Children have the right to participate in activities they consider fun and which foster the development of friendships, the prime motivations for many to participate.

- Coaches and administrators should create the conditions to help them find comfort and happiness, and which in turn can facilitate a love of sport, self-learning, mastery, and sustained engagement.

**Here's how we honor this right:**

Netball America is committed to using sport as a platform to empower youth for peace and strong futures, while increasing participation in sports, all while learning the fun globally popular sport of Netball.

We honor this right through:

- designing of a fun empowerment, nutrition and physical fitness program that takes pressure off youth having to lose weight, be athletes, or be rough in sports and instead focuses them on participation in fun-filled activities and games;
- using the rules of Netball to teach the rules of life; and
- creating an environment for kids, parents, coaches and community partners to share their experiences and recognize their achievements!

**With the rights of youth as a foundation, we can build a better house for all of sports.**

LEARN MORE:  
**AS.PN/CHILDRENSRIGHTS**