



# Codes of Conduct

## Introduction

The Club has designed their Codes of Conduct in alignment with *The Victorian Code of Conduct for Community Sport*. The codes apply to every person (spectator, player, member, official, participant, administrator, coach, parent or member of the community) involved with the club, and outline behaviours that are expected of every person, as well as identifying the types of behaviours that will not be tolerated.

The Club strongly encourage all participants (players, coaches, officials, team managers, administrators, parents and spectators) be aware of, and familiarise themselves with the various codes that the club has in place. The Club has a zero tolerance approach and will take necessary action against any individual/s that is found to be in breach of the clubs codes of conduct and /or *The Victorian Code of Conduct for Community Sport*.

## The Victorian Code of Conduct for Community Sport

This code of conduct applies to every person: spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport. Every person should work to ensure:

- Inclusion of every person regardless of their age, gender or sexual orientation
- Inclusion of every person regardless of their race, culture or religion
- Opportunities for people of all abilities to participate in the sport and develop to their full potential
- Respect is shown towards others, the club and the broader community
- A safe and inclusive environment for all
- Elimination of violent and abusive behaviour
- Protection from sexual harassment or intimidation.

This Code has been obtained from the Victorian Government Department of Planning and Community Development Website: (<http://www.dpdc.vic.gov.au/sport/inclusive-sport/code-of-conduct>) on July 6th 2012. The Club acknowledge that while this information was true and correct on the above mentioned date, updates or changes to this code could have been made since such time. It must therefore be mentioned that the Club have not updated this copy since such time therefore updates or changes have not been included. The Club however will follow the most current and up-to-date code of conduct regardless of printing, and it is the responsibility of the individual to ensure they remain up-to-date with this code and any alterations.

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## **The Player's Code of Conduct**

The Player's Code of Conduct applies to all Club player's.

- Play by the rules
- Never argue with an official. If you disagree, have your captain, coach or team manager approach the official during a break or after the competition.
- Control your temper. Verbal abuse, deliberately distracting or provoking an opponent is not acceptable or permitted under any circumstance.
- Work equally hard for yourself and/or your team.
- Be a good sport. Applaud all good plays whether they are by your team or the opposition.
- Treat all players, as you would like to be treated.
- Do not interfere with, bully or take unfair advantage of any other player.
- Co-operate with your coach, teammates and opponents. Without them there would be no competition.
- Play for fun, and not to please parents, coaches, officials, administrators or spectators.

## **The Coaches Code of Conduct**

The Coaches Code of Conduct applies to all Club coaches.

- Remember that children participate for pleasure and that winning is only part of the fun.
- Never ridicule or yell at a child for making a mistake or losing.
- Be reasonable in your demands on players' time, energy and enthusiasm.
- Teach players to follow the rules.
- Whenever possible, group players to ensure that everyone has a reasonable chance of success.
- Avoid overplaying talented players. The average players need and deserve equal time.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of players.
- Develop team respect for the ability of opponents and for the judgements of officials and opposing coaches.
- Follow the advice of a physician when determining when an injured player is ready to recommence training or competition.
- Keep up to date with the latest coaching practices and the principles of growth and development of children.
- Create opportunities to teach appropriate sports behaviour as well as basic skills.



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## **The Administrators Code of Conduct**

The Administrators Code of Conduct applies to all Club administrators.

- Ensure that the club involves young people in the planning, leadership, evaluation and decision making related to the activity.
- Ensure that all children are given equal opportunities to participate.
- Ensure that rules, equipment, length of games and training schedules suit the age, ability and maturity level of participants from the club in which you represent.
- Ensure that the club provides quality supervision and instruction for junior players.
- Remember that children participate for enjoyment, and ensure that all members of the club stay true to this objective.
- Ensure that members of the club don't over-emphasize awards and or winning.
- Help coaches and officials highlight appropriate behaviour and skill development, and assist where possible in the improvement of coaching standards and officiating.
- Ensure that everyone involved in the club emphasizes fair play, not winning at all costs.
- Ensure that all spectators, officials, parents, coaches, players and the media are aware of the clubs codes of conduct, encourage them to abide by the codes and uphold appropriate disciplinary action when or where required.
- Remember that as an administrator, you set an example for the entire club. Your behaviour and comments should be positive and supportive at all times.
- Support the implementation of any additional policies or procedures relevant to your club.

## **The Parents Code of Conduct**

The Parents Code of Conduct applies to all Club members parents.

- Remember that children play sport for their enjoyment, not yours.
- Encourage children to participate, do not force them.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children to always participate according to the rules.
- Never ridicule or yell at a child for making a mistake or losing a game.
- Remember that children learn best by example. Applaud all good play by all teams and support all efforts to remove verbal and physical abuse at any and all sporting activities.
- Respect official decisions and teach children to do the same.
- Show appreciation of volunteer coaches, officials and administrators. Without them, your child could not participate.

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## **The Spectators Code of Conduct**

The Spectators Code of Conduct applies to all Club spectators.

- Remember that children play sport for their enjoyment, not yours.
- Applaud good performance and efforts from each team. Congratulate all participants upon their performance regardless of the game's outcome.
- Respect official decisions and teach children to do the same.
- Never ridicule or scold a child for making a mistake. Positive comments are motivational.
- Condemn the use of violence in any form, be it by spectators, coaches, officials or players.
- Show respect for your team's opponents. Without them there would be no game.
- Encourage players to follow the rules and the officials' decisions.
- Do not use foul language or harass players, coaches or officials.

## **Breaches of the Codes of Conduct**

If an individual is found to be in breach of the *The Victorian Code of Conduct for Community Sport*, as stipulated by the code, the relevant State sporting association, league or opposing club is permitted to impose penalties or sanctions as specified by the Victorian Government Department of Planning and Community Development. Consequences, penalties or sanctions that can be imposed in such instances can be viewed via the Victorian Government Department of Planning and Community Development website (<http://www.dpcd.vic.gov.au/sport/inclusive-sport/code-of-conduct/breaches>).

In addition the Club have a zero tolerance approach to any and all breaches of their codes of conduct and will take necessary action against any individual/s that are found to be in breach of any, or multiple, codes of conduct. The Club reserves the right to impose appropriate penalties or sanctions for any breach to the codes once they have been confirmed through the appropriate assessment process at the appropriate level.

Consequences for breaching the Code will depend on a number of factors, such as:

- Who breached the Code?
- How and when did they breach the Code?
- What were the effects of the breach?
- Whether this behaviour has taken place repeatedly or is a one-off.

Sanctions may include:

- Requesting a person to change their behaviour
- Issuing a formal or informal warning
- Asking a person to leave a facility
- Banning a person from entering a facility

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- Imposing a fine on a player, team, coach, parent or spectator.
- Imposing a match ban on a player, team, coach, parent or spectator
- Deducting reward based points from a player or team.

In rare and serious cases, where a breach of the Code constitutes unlawful behaviour, it may be necessary to involve the Police. In such an instance the Club committee will decide the best course of action for the circumstances.

### **How a complaint against someone who has breached a code is made and the action that will follow?**

The Code states that every person has the right to participate and feel safe. If you have witnessed a breach, or have been subjected to behaviours that are not tolerated under one or more of the codes, there are many avenues available to you.

It is recommended that if you have witnessed a breach, or have been subjected to behaviours that are not tolerated under one or more of the codes that you first approach should be to discuss your concern with the team's coach or manager. In many instances a verbal warning given to the offender will be all that is needed, and this can be carried out immediately with the assistance of the team coach or manager that you have raised the concern with. If however you are unsatisfied with the response or outcome a formal complaint can be lodged with the club.

In the instance that you feel a formal complaint should be made, a written complaint should be sent via email to the Club committee. Once received the committee will discuss the complaint, gather the necessary information and decide on the best possible resolution process.

It is preferable that all attempts to resolve any complaints are carried out independently between the various parties in a mediation setting, however in the instance where mediation is unsuccessful the complaint will once again be brought before committee for further discussion. In such instances the complaint will be added to the next available committee meeting agenda for discussion and a decision on further action will be determined. In such cases the clubs will discuss various alternative options available, inform you of committee decisions and assist in anyway necessary to gain a suitable resolution.

### **Further information regarding the Codes of Conduct**

If you have not been able to find or determine the meaning of any information relating to the Clubs Codes of Conduct please contact the Club via email, and further information will be provided to you.

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