



## **CODE of CONDUCT and CYBER SAFETY POLICY**

'Members' will comply with all directions of the 'Board' and 'Committee' concerning the compliance with the 'Code of Conduct and Cyber Safety Policy'.

A 'Members' registration, and continued registration, will be dependent on the 'Members' acceptance of the CSLFUP Code of Conduct and Cyber Safety Policy.

### **CODE of CONDUCT**

- 1 All 'Members' must be professional in all they do and acknowledge that they are representatives of the 'Panel'. They will accept their responsibility with pride and conduct themselves at all times in a manner that brings credit to the 'Panel'. The essential character of the duties of an umpire is the ability to perform independently and impartially, regardless of any personal interest the umpire may have.
- 2 The 'Panel' undertakes to support the actions of any umpire who acts on the instruction of the 'Panel'.
- 3 All panel members are required to undertake a National Criminal History Record Check & provide a copy of the National Police Certificate to the Secretary of the panel.
- 4 'Members' representing the 'Panel' on any official duty or capacity is expected to wear the 'Panel' uniform. The 'Panel', through the 'Committee', undertake to give 'Members' reasonable notice of any change of uniform and to ensure that the components of the uniform are readily available.
- 5 Panel lectures or meetings may be called after training sessions or at any other time deemed appropriate. 'Members' agree to attend those meetings provided the 'Panel' gives reasonable notice of such meetings. If a 'Member' cannot attend a meeting they must notify the nominated 'Committee' or 'Panel' member(s).
- 6 The 'Panel' through the 'Committee', undertakes either at lectures, meetings, or any other appropriate manner, to inform the 'Members' of the risks associated with the functions of an umpire and any relevant activities (such as training). The 'Panel' also undertakes to notify 'Members' of law changes or changes in interpretations to these laws.
- 7 'Members' (to whom this code applies) shall make every effort to attend all compulsory training sessions. If unable to do so they undertake to notify the nominated 'Committee' or 'Panel' member(s) prior to training.
- 8 All 'Members' must have a good knowledge of, and abide by the 'Laws of Australian Football'. Any breaches of the Laws of football by umpires against players, officials or spectators will be dealt with by a disciplinary committee with the powers as any tribunal formed to hear charges of breaches of Laws of Australian Football by players, officials and spectators against umpires.



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## CYBER SAFETY POLICY

### CREATING a CYBER SMART ENVIRONMENT

Social networking sites like Facebook, Instagram, Twitter and YouTube can be a great way for organisations to provide information, promote their sport, activities and successes.

As with off-line communities, some social media users can act anti-socially and show disrespect for their online community with little consideration of the social and potentially legal implications. Issues like bullying and harassment, unwanted or inappropriate contact, uploading of inappropriate or offensive content can cause issues for individual members or the organisation involved.

The CSLFUP choose to promote **Cyber Safety** by recommending that you

- *Use the privacy settings*
- *Keep your private information private.*
- *Think before you post any content, video, images or text, online. You can put it up, but you can't necessarily take it down. Ask before posting images or stories about others. What you see as harmless fun may be embarrassing and humiliating for them and create a poor club image.*
- *Don't project an undesirable self-image of yourself or the Panel.*
- *Choose your online friends wisely. Others' inappropriate views and behaviors can reflect badly on you and the Panel.*
- *Communicate with others as you would do offline, with courtesy and respect.*
- *If you think someone is being bullied or harassed online, speak out.*
- *If Panel members are involved, speak with your coach or Panel representative. The Panel will not tolerate this behavior.*

### RATIONALE

The CSLFUP has an obligation to maintain a safe physical and emotional environment for Umpires, League Officials, players, coaches, club members, parents, spectators and sponsors. This responsibility is increasingly being linked to the use of the Internet and Information & Communication Technologies (ICT), and has seen the emergence of a number of related Cyber Safety issues. The Internet and ICT devices / equipment bring great benefits to all users and to the effective operation of the CSLFUP and Leagues.

The CSLFUP places a high priority on the acceptable use of ICT devices / equipment which will benefit members however; it recognises that the presence in the sporting arena of these technologies can also facilitate anti-social, inappropriate, and even illegal behaviour and activities. The CSLFUP aims to maximise the benefits of these technologies while at the same time trying to minimise the dangers and manage the risks.

### POLICY

The CSLFUP encourage effective and safe Cyber Safety practices which aim to maximise the benefits of the Internet and ICT, allowing for the effective operation of the CSLFUP and Leagues, whilst minimising and managing any risks.

The CSLFUP takes seriously its responsibility in providing robust policy and guidelines for its members in relation to what is deemed acceptable and appropriate online behaviours. The CSLFUP logo and / or uniform must not be used in any way which would result in a negative impact for the CSLFUP or Leagues it represents.



## CODE of CONDUCT and CYBER SAFETY POLICY

Members of the CSLFUP have a responsibility to ensure that all online communications are in keeping with the Panels expectations in relation to appropriate and respectful interactions with officials, coaches, other umpires, players, parents, spectators and sponsors. Umpires will not post inappropriate comments about Panel Members, League Officials, or members of those Leagues, or club members which, if said in person, during the playing of a game, would result in disciplinary action being taken.

### IMAGES of CHILDREN

In South Australia under the Summary Offences Act 1953 a person must not engage in indecent filming. Images of children and adults should not be used inappropriately or illegally.

Wherever possible, obtain permission from a child's parent / guardian before taking an image of a child that is not their own and ensure that the parent knows the way the image will be used. The privacy of others needs to be respected and the CSLFUP disallows the use of camera phones, videos and cameras inside changing areas, showers and toilets.

An organisation or member of an organisation displaying an image of a child should avoid naming or identifying the child or, wherever possible, avoid using both the first name and surname.

Do not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent / guardian.

Additional information such as hobbies, likes / dislikes, school, etc. should not be included as this information can be used as grooming tools by pedophiles or other persons.

It is the responsibility of the organisation to only use appropriate images of a child, relevant to the sport and ensure that the child is suitably clothed in a manner that promotes the sport.

### CYBERBULLYING

*"Cyberbullying is a way of delivering covert psychological bullying. It uses information and communication technologies to support deliberate, repeated and hostile behaviour, by an individual or group that is intended to harm others."* (Belsey 2007)

Cyberbullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, racially vilifying or threatening another person by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or Web site postings (including social network sites e.g. Facebook or blogs) and the sending, receiving and / or possession of naked or sexually explicit images of a person. CSLFUP members must also be aware that postings from their individual accounts, whether done by themselves or another person will remain the responsibility of the account owner.

All members of the CSLFUP must be aware that in certain circumstances where a crime has been committed, they may also be subjected to a criminal investigation by Police over which the CSLFUP or Leagues will have no control. This particularly applies to '**sexting**' where the image is of a person under the age of 18 years whereby Police will be informed immediately if the CSLFUP or Leagues become aware of the situation.

### PROCEDURE

CSLFUP members who feel that they have been the victims of such misuses of technology should save



## CODE of CONDUCT and CYBER SAFETY POLICY

and store the offending material on their computer, mobile phone or other device. They should then print a copy of the material and immediately report the incident to the relevant CSLFUP representative.

All reports of cyberbullying and other technology misuses will be investigated fully and may result in a notification to Police where the CSLFUP or Leagues are legally obliged to do so.

If the CSLFUP and / League's executive receives a complaint about an online issue, the allegations will be forwarded to the Board of the CSLFUP.

If there is evidence, charges will be laid either with the Police, League Tribunal or with the Board of the CSLFUP.

### PENALTIES

Any proven charges will automatically lead to a suspension from umpiring for the period deemed appropriate by the Board of the CSLFUP. In deciding the final penalty, consideration will be given to the seriousness of the act, the impact on the victim, the impact on the Panel / Leagues and the prior good history or otherwise of the umpire. Umpires charged with these types of offences for a second or subsequent time and where a suspension has been previously imposed will face deregistration.

Any umpire presented before the tribunal for the first or subsequent time on a cyberbullying offence must be aware that the penalties available to the tribunal members will cover the complete range including deregistration.

#### **Important terms used in this document:**

*The abbreviation 'ICT' in this document refers to the term 'Information, Communication and Technologies.*

*'Cyber Safety' refers to the safe and responsible use of the Internet and ICT equipment/devices, including mobile phones*

*The term 'ICT equipment/devices' used in this document, includes but is not limited to, computers (such as desktops, laptops, PDAs), storage devices (such as USB and flash memory devices, CDs, DVDs, floppy disks, iPods, MP3 players), cameras (such as video, digital, webcams), all types of mobile phones, video and audio players/receivers (such as portable CD and DVD players), Gaming Consoles, and any other, similar, technologies as they come into use.*

*'CSLFUP' or 'Panel' is the Combined Southern Leagues Football Umpires Panel*

*'League/s' include the Southern, Great Southern and kangaroo Island Football League or any other League the CSLFUP may officiate in from time to time*

*'Board of the CSLFUP' is the controlling Board of the Combined Southern Leagues Football Umpires Panel*

*'Sexting' is the sending of sexually explicit photos, images, text messages, or e-mails by using a cell phone or other mobile device*

*'MEMBERS' or 'PANEL' are ALL umpires, officials, support staff and life members of the Combined Southern Leagues Football Umpires Panel (CSLFUP)*

*The Combined Southern Leagues Football Umpires Panel herein known and referred to as the will be guided by a 'Code of Conduct and Cyber Safety Policy'.*

*'COMMITTEE' is the management committee of the Combined Southern Leagues Football Umpires Panel*

*'BOARD' is the Board of the Combined Southern Leagues Football Umpires Panel.*



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### AFFIRMATION:

AS A 'MEMBER' OF THE 'PANEL' I HEREBY DECLARE THAT I WILL PERFORM MY APPOINTED DUTIES TO THE BEST OF MY ABILITY AND I ACKNOWLEDGE AND WILL FOLLOW THE '**CODE of CONDUCT and CYBER SAFETY POLICY**' AS SET OUT IN THIS DOCUMENT.

You can agree to abide by the terms of this policy in two (2) ways

1. Print this page only, insert your name, sign, date, and return to the Secretary (David Whiley)
2. Insert your name and date and email to [dwhiley@tpg.com.au](mailto:dwhiley@tpg.com.au)

NAME:

SIGNATURE:

WITNESSED BY:

/ / 2018

The Secretary is able to witness your signature