



West Gambier Football Club

Code of Conduct

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1. Introduction

1.1 Purpose

The West Gambier Football Club (WGFC) Code of Conduct seeks to promote and strengthen the good reputation of our club and players by establishing standards of performance and behaviour for footballers, club officials, parents/guardians and members. In addition, it seeks to deter conduct which could have an adverse effect on the standing and reputation of the game and all participants. This code is also intended to clarify the duties and obligations of players and other members to the club and should be read, understood and acknowledged in conjunction with other WGFC Policy documents including but not limited to WGFC Drug and Alcohol Policy & WGFC Social Media/ Cyber Safety & Photography Policy documents. All WGFC Policy documents can be found under the “Club Policies” tab on the West Gambier Football Club Website www.wgfc.sportingpulse.net

1.2 Discipline (honour the name)

A breach of this Code by a WGFC player, Club official, parent/guardian or member, may give rise to actions against the person or persons involve under or pursuant to any one or more of the following:

1. Civil and/or criminal laws.
2. SANFL- SACFL - WBFL rules, regulations & by-laws.
3. WGFC Constitution.
4. WGFC Regulations – By Laws.
5. WGFC Drug & Alcohol Policy
6. WGFC Social Media/ Cyber Safety & Photography Policy.
7. WGFC Code of Behaviour
8. Playing contract.

2. General Responsibilities (All members & Parents/Guardians)

2.1 Behaviour

Players, club officials, parents/guardians and members must at all times behave in a sportsmanlike manner and uphold the highest standards of professional conduct so as not to compromise the integrity and dignity of the WGFC and its players.

Players, club officials or spectators must not wilfully engage or participate in any activity which may cause or aggravate any injury or illness and which prevents players from playing Football to the best of their ability.

2.2 Property

Players, club officials, parents/guardian and members must show due regard for the property and facilities of the WGFC and that of other providers which may utilised during any authorised activities in which the player, club officials, parents/guardians or member is engaged.

Where a player, club official, parent/guardian or member breaches this provision, they shall pay the relevant person or body an amount equivalent to the cost of repairing or replacing the damaged property and/or facility.

2.3 Vilification

Players, club officials, parents/guardians and members must not vilify other players, umpires or spectators based on their race, religion, colour, sex, sexual orientation or other related characteristics.

2.4 Social Media/Cyber Bullying

The WGFC fully supports the SANFL -SACFL policy against Cyber Bullying and breaches will be subject to disciplinary action in accordance with Appendix 12 of the SANFL - SACFL Rules, Regulations & Policies and in conjunction of the WGFC Media Policy.

“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, Snapchat, Instagram or blogs) and the sending, receiving and/or possession of naked or sexually explicit images of a person. Club 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.

3. Club Officials & Volunteers Responsibilities

Club officials are any person representing the Club in an official capacity.

First and foremost, it is the responsibility of all club officials to uphold the WGFC Code of Conduct and challenge anyone that is not abiding by it.

Club officials will only use Club facilities, resources and funds for purposes that are in line with a direct club interest unless otherwise approved by the Committee.

Club trainers are dedicated to the welfare of players; they are accredited first aiders and sports trainers and will be the first responders to any medical related incident during training or games. Club officials including coaches are expected to allow trainers to fulfil their duties unhindered.

Under section 8B of the Children’s Protection Act 1993, government and non-government organisations providing services to children are required to undertake a relevant history assessment:

- for all people in their organisation who work or volunteer in prescribed positions; and
- before a person is appointed to, or engaged to act in, a prescribed position in the organisation.

Under section 8C of the Children’s Protection Act 1993 a sporting organisation is required to establish and maintain a child safe environment. This includes choosing suitable employees and volunteers. Therefore, it is expected that all employees and volunteers will also undergo referee and qualification checks

Club officials will be held to account by way of the WGFC and/or WBFL Constitution & Regulations-By Laws and this Code of Conduct.

The Club through its officials will provide;

- A safe environment for players to train, develop and play.
- A professionally structured training and game program.
- Pathways to further development and elite programs.
- Provide support and guidance for players with on field and off field issues whatever they may be.
- Be clear, honest and open in their communications.

4. Parents/Guardians and Member Responsibilities

The Club encourages parents, families, supporters and members to be active participants in the day to day workings of the Club if you would like to help please contact operations or team managers. There will be occasions where parents of junior club team members will be required perform rostered tasks such as in the canteen.

Parents and supporters are required to respect coaches and team manager's decisions regarding training and game day decisions. We are committed to an open communication policy. Negative and undermining behaviour will not be tolerated.

Club trainers are dedicated to the welfare of players; they are accredited first aiders and sports trainers and will be the first responders to any medical related incident during training or games. Parents and spectators are expected to allow trainers to fulfil their duties unhindered. Players or parents of junior players may be approached and given recommendations for further treatment of injuries such as concussion. The club expects that parents will heed any such recommendation from our club trainers.

Concerns and issues may be respectfully taken up with the coaching staff or team manager in the first instance, if issues are not resolved then you may refer to the Football Operations Manager who may intern refer matters to the committee see section 9.0.

5. Football Player Responsibilities

Football players when registered to play are automatically granted membership of the WGFC, thus it is as much your Club as any other member. Your Club relies on its members to run and support the Club and in return the Club provides the best environment and support for players to develop and play at an elite regional level. The Club relies heavily on its players to aid in the day to day running of the Club and simply cannot function without that support. The more we put in the more we get back.

5.1 General

Senior players are encouraged to mentor and support our junior players to ensure they have the best opportunity to transition into the senior ranks.

Club facilities: the state of the Club/change rooms including cleanliness is the responsibility of all members. As the change rooms are primarily used by players it will be their responsibility to ensure they are clean after training and games.

Access to the change rooms outside of normal training and game days is limited to players and other club members only.

There will be occasions when the support of sponsors at events or club functions will be mandatory to attend.

Players will only use Club facilities, resources and funds for purposes that are in line with a direct Club interest unless otherwise approved by the Committee.

5.2 Training/Pre-Season

Other than training sessions Pre-season may include camps and club functions

Appearance: Club training apparel should be worn at training, show that we are unified (one team) particularly in the public eye.

Attendance: Your coach or team manager must be advised if you are to be absent from training. Training is not optional.

Punctuality: It is your responsibility to be at training and ready to begin at the time designated by your coach. If you are going to be late then you must notify your coach before the start of training.

Effort: Your training performance/effort will translate to your game day performance. Our club goal is to compete at an elite level at all times, therefore it is incumbent on all players to aspire to the same goal.

Injured Players: Players are required at training even when injured. Being injured does not necessarily preclude a player from some participation at training. If you must be absent, then contact your coach and advise them as why.

5.3 Game Day

Appearance: When not wearing on field uniform, Club apparel should be worn at games, WGFC shirt/hoody/jacket whether you are playing that day or not.

Punctuality: It is your responsibility to be at the ground on time.

Seniors and Reserves footballers will be at the ground no later than ¼ time of the previous match. All other grades will be at the ground one hour before games scheduled start time or as instructed by the coach. If you are going to be late then you must notify your Coach or Team Manager as soon as practical. All players are encouraged to attend all age group games to show support.

Club: Support other club teams and the Club. You will be required to assist in the running of fixtures by way of a roster. It is your responsibility to find a replacement if you are unable to fulfil your duties.

Duties may include: Canteen, manning the gate, cleaning the rooms/grounds, running water, selling raffle tickets, or working the bar and kitchen.

Post-game: All players must report any injuries to a Club trainer for treatment and/or referral.

Actively seek feedback from your coach regarding your performance.

Players must, during matches and Club training sessions, behave in the same manner as required in Clause 2.1 of this Code.

Findings by the Tribunal of misconduct against a player will be dealt with in accordance with SANFL - SACFL rules.

5.4 Substance abuse

Refer to WGFC Drug & Alcohol Policy document for more details.

Players must refrain from the taking of illicit and/or performance-enhancing substances, behaviour of this type is illegal and the club has a policy of zero tolerance in this regard. Any player found to be in breach of this policy will be deregistered.

5.5 Alcohol

Refer to WGFC Drug & Alcohol Policy document for more details.

The Club will not tolerate under age or irresponsible consumption of alcohol.

6. Public and Related Responsibilities

6.1 Public conduct

Members and Players must, at all times and while in public, behave in a manner which upholds and promotes the highest standards of integrity and dignity. Players must not behave in any way to bring the game or the club into disrepute.

Public behaviour includes, without limitation, behaviour during travel to or from matches, participation in authorised matches, club excursions, functions and promotional events (see Clause 6.4).

6.2 Public comment

Members and Players must not make adverse public comments concerning umpires or decisions made by umpires during matches.

6.3 Media comment

Members, players and club officials must refer any media related questions to the Club President or Vice President or their delegate

6.4 Functions and Events

Players must (unless granted express permission otherwise) attend, and attend punctually, nominated club functions and events. Nominated functions will be communicated to players by club officials during the season.

7. Confidentiality

7.1 Club material

Players must maintain the confidentiality of all material provided in confidence by the club to players.

7.2 Disclosure

Players must, so far as is reasonable, disclose to the club any matter which might adversely affect their performance or reputation of the club.

8. Discipline

8.1 Purpose

This section aims to ensure that the principles and standards set out in this code are adhered to by all parties, particularly players.

8.2 Disciplinary Measures

The disciplinary measure which the club chooses to impose on the relevant player must be consistent with and in accordance with the provisions of this code. Such measures may include (without limitation) the imposition of forfeitures or suspension from matches and training, in extreme situations delisting will be a consideration.

8.3 Forfeitures/Suspension/Delisting

The maximum allowable amount that the Club may withhold from monies which are due to the relevant player for breach of this code are;

Contracted players;

1st breach - Forfeiture of one match payment.

2nd breach - Forfeiture of two additional match payments.

The club may, in appropriate circumstances, require a player to do the following (without limitation) in lieu of a monetary forfeiture or suspension as prescribed by this code:

- Attend a promotional event or club activity.
- Provide a community service.
- Attend a football clinic, and/or
- Attend or perform any other similar event or activity as agreed between the player and the club

Where a WGFC Player commits a significant or serious breach be that the first or not, the player shall as have determined by the club subject to suspension or delisting.

8.4 Relevant considerations

When imposing a disciplinary measure, the club may, amongst other things, take the following matters into account:

- The seriousness of the breach;
- The extent to which the player's breach brings the club into disrepute;
- Whether the offence has been repeated by the relevant player.

9. Dispute Resolution

9.1 Players and Parents/Guardians

Player concerns and issues may be respectfully taken up with the coaching staff or team manager in the first instance, if issues are not resolved then you may refer the issue to the Football Operations Manager. If the player is still not satisfied with the outcome, then they should submit a written letter to the WGFC Committee outlining their issue or concern.

The WGFC Committee will convene a dispute resolution panel to investigate decide a course of action regarding the dispute. The decision of the Dispute Resolution Panel shall be final and binding on the relevant player

9.2 Club Officials and Members

Club officials and members should submit their issue or concern directly to the WGFC Committee; this should be a written letter outlining their issue or concern.

The Clubs Committee will convene a Dispute Resolution Panel to investigate decide a course of action regarding the dispute. The decision of the Dispute Resolution Panel shall be final and binding on the relevant club official or member.

