

WHITTLESEA JUNIOR FOOTBALL CLUB CODE OF CONDUCT

The Whittlesea Junior Football Club (WJFC) aims to provide an enjoyable, fun environment in which club members can learn, play and develop their skills in Australian Rules Football.

The Club also aims to provide an enjoyable environment for all players, families, and spectators and opposition clubs who visit our CLUB.

**MANDATORY & ENFORCEABLE CODES OF CONDUCT
FOR PLAYERS, COACHES, PARENTS, SUPPORTERS AND OFFICIALS.**

The Club Code of Conduct applies to all of our Officials, Volunteers, Members and Supporters.

PLAYERS CODE OF CONDUCT

1. **Play by the rules** – the rules of the WJFC and the laws of the game.
2. **Play for the fun of it** and not just to please parents and coaches.
3. **Never argue with an umpire or other official** – without these people you can't play football.
4. **Control your temper.** Verbal abuse of officials or other players, deliberately fouling or provoking an opponent and throwing equipment is not acceptable or permitted in any sport.
5. **Work equally hard for yourself and your team.** Your team's performance will benefit so will yours.
6. **Be a good sport.** Acknowledge all good plays whether they are on your team or the opposition team.
7. **Treat all players, as you would like to be treated.** Do not interfere with, bully or take unfair advantage of another player.
8. **Be a team player.** It's a team game, treat it that way.
9. At all times **show respect and manners** to everyone concerned.
10. **Co-operate** with your coach, the umpires, game officials, club officials, parents, supporters and team-mates.
11. **Play for your own enjoyment and to improve your skills.**
12. **Don't use ugly remarks based on race, religion, gender or ability.** You will let down your club, coach, team-mates, family and yourself if you do. Many such comments are now actually illegal. Refer AFL Kids First Program & NFL Racial & Religious Tolerance Policy.
13. **Do not use any social networking sites** such as Facebook, MSN, My Space, Instagram, Twitter etc. **to bully, racially vilify, defame, belittle or make derogatory comments about any persons from the WJFC or any other club.**
14. **My family or I will be responsible for any fines payable** to the Northern Football League, in relation to a tribunal hearing where found guilty or in acceptance of a set penalty.

(Please seek advice from your parents/guardians or your team officials if you do not understand the above).

**Any person who breaches the Code of Conduct may face a
Committee Discipline Panel where appropriate action may be taken.**

PARENTS, SUPPORTERS & OFFICIALS CODE OF CONDUCT

1. Remember that you are there for the participants to enjoy the game and that **children should be involved for their enjoyment, not yours.**
2. **Encourage participation, but don't force it.** Recognize your child's limitations.
3. **Encourage your child to play by the rules of the competition, WJFC and the laws of the game.**
4. **Teach participants that enjoyment is more important than winning.**
5. **Never ridicule mistakes or losses, including opposition players and supporters.** Supporters are there to provide support and not to downgrade.
6. **Lead by example and respect all players, coaches, umpires and spectators.** Physical or verbal abuse will not be tolerated. Applaud good play by both your team and by members of the opposing team.
7. **Recognise all volunteers who are giving up their valuable time for the benefit of the club.**
8. **Support your club officials. Offer your assistance to the team** so that every opportunity is being provided for the best supervision. Involvement is a satisfying opportunity for both you and your child.
9. **We expect the highest level of behaviour both on and off the field** and in any circumstance where this is not the case, appropriate action will be taken as deemed by the Club.
10. Parents are always welcome to match days and to training, but are expected to let players focus on the **coaches' instructions.**
11. **Do not contradict or override the coaches' instructions. Do not attend team huddles during breaks in the game to coach your child or other children.** If you have an issue with a club official, please raise your concern discreetly with that official, or another team official, or a committee member, if required.
12. **Never publicly criticise umpires** – raise personal concerns in private, with the team manager or coach, who can then discuss the matter with a committee member and /or Coaches Coordinator.
13. **Do not belittle or abuse umpires** or approach them at any stage of the game including intervals. As your child is starting their football career, so too in most instances are the umpires. **Don't expect AFL level umpiring.** Be tolerant, and treat them the same way you would want your own child treated.
14. **The WJFC will not tolerate ugly remarks based on race, religion, gender or ability.** You will let down your family and yourself if you do, and many such comments are now actually illegal. Refer to AFL Kids First Program & NFL Racial & Religious Tolerance Policy.
15. **Do not use any social networking sites** such as Facebook, MSN, My Space, Instagram, Twitter etc. **to bully, racially vilify, defame, belittle or make derogatory comments about any persons from the WJFC, any other club, the NFL, or the umpires.**
16. **My family or I will be responsible for any fines payable** to the Northern Football League, in relation to a tribunal hearing where found guilty or in acceptance of a set penalty.
17. **Alcohol and drugs are not permitted at junior football. Parents, supporters and/or officials are not to attend any WJFC activity including training, practice games and NFL games whilst affected by medication, alcohol or drugs.** Drunken and / or abusive parents or supporters sets a bad example for the children and reflects poorly on the club. Refer to state legislation in relation to smoking bans at under 18 sporting events and the NFL laws in relation to no alcohol at junior football (training and games).
18. **Adhere to the NFNL Child Safety,** code of conduct as adopted in February 2018 (see *Appendix 'A'*)
19. **Lodgement of Complaints,** as per 'Match Day Complaint Procedure' adopted on 15 October 2019 (see *Appendix 'B'*)

**Any person who breaches the Code of Conduct may face a
Committee Discipline Panel where appropriate action may be taken.**

Players Name: Signature:

Parents/Guardians Name: Signature:

Parents/Guardians Name: Signature:

Date:2020



**NFNL Child Safety
Code of Conduct
February 2018**

The NFNL and its affiliated clubs are committed to the safety and wellbeing of children and young people. Our community recognises the importance of, and a responsibility for, ensuring the NFNL and clubs are a safe, supportive and enriching environment which respects and fosters the dignity and self-esteem of children and young people, and enables them to thrive in their learning and development.

This Code of Conduct aims to protect children and reduce any opportunities for child abuse or harm to occur. It also assists in understanding how to avoid or better manage risky behaviours and situations. It is intended to complement child protection legislation, NFNL policy, club policies and procedures and professional standards, codes or ethics as these apply to staff, volunteers and other personnel.

All staff, contractors, volunteers and any other member of the NFNL community involved in child-related work are required to comply with the Code of Conduct by observing expectations for appropriate behaviour below. The Code of Conduct applies in all NFNL and club situations, including camps and in the use of digital technology and social media.

Behaviour Guidelines

As staff, volunteers, contractors, and any other member of the NFNL community involved in child-related work individually, we are responsible for supporting and promoting the safety of children.

- Positive guidance - acting appropriately with children.
- Adhering to role boundaries – should not act outside out of the confines of the duties of your role.
- Use of language and tone of voice – no swearing or defamatory language, clear direction and encouragement, not being harmful in what you say.
- Supervision – avoid being alone one on one with a child out of the view of others where possible.
- Use of electronic communications – where possible email, text messages and social media communications to include parent/guardian or within an open group message.
- Photographs of children and young people – within expectations of AFL privacy policy e.g. photos taken in context of the program, dressed appropriately, etc.
- Physical contact with children and young people – done when reasonable and in an appropriate manner.
- Sexual misconduct – under no circumstances are sexual acts to occur with or in the presence of children.
- Change room arrangements – important to supervise children while also balancing a child's right to privacy.
- Transporting children – prior authorisation from management and child's parents.
- Gift giving – prior authorisation from management and child's parents.
- Overnight stays – work purposes only within a part of a formal program with authorisations from parents. Gender of supervisors considered and balanced with children participating.
- Alcohol & Drugs – while on duty must not use, possess or be under the influence of alcohol or drugs, including being incapacitated from legal medications. And not supplying to children.

This Code of Conduct was approved by the NFNL on February 2018 for review if legislative or other changes require in the interim or no later than December 2018.



MATCH DAY COMPLAINT PROCEDURE

This formal complaint procedure is intended to ensure that all complaints arising from match day incidents are handled fairly, consistently and wherever possible resolved to the satisfaction of the person making the complaint.

The Whittlesea Junior Football Club (WJFC) is committed to being responsive to the needs and concerns of our members and to resolving complaints as quickly as possible.

This policy has been designed to provide guidance to both our members and committee on the manner in which WJFC receives and manages complaints arising from match day incidents.

WJFC are committed to being consistent, fair and impartial when handling all complaints.

Objective

The objective of this policy is to ensure:

- members are aware and understand our complaint lodgement and handling processes,
- complaints are investigated impartially with a balanced view of all information or evidence,
- all complaints are considered on their merits, taking into consideration individual circumstances and needs,
- WJFC will take reasonable steps to actively protect the personal information of the *person making the complaint*

Application

This policy relates to matters arising from match day fixtures involving teams representing the Whittlesea Junior Football Club.

Members must lodge such complaints by 5.00 pm on the Tuesday after the game where the complaint arose from. No complaints will be taken via telephone.

All such complaints are to be directed in writing to the Secretary at whittleseajfc@gmail.com with the following details;

1. The name and contact details of the *person making the complaint*
2. The date of the incident
3. The name of the person against whom the complaint is being made
4. The details of the game from where the complaint emanated from
5. Any other details or evidence that may be relevant to the complaint

Procedure

The Secretary will be responsible for

- replying to the *person making the complaint*, acknowledging receipt of the complaint and enquiring as to whether they have provided all details or evidence relating to the complaint.
- recording the details of the complaint and the details of *the person making the complaint*, in the appropriate Register
- assessing the options for dealing with the complaint, taking into consideration the following,
 - was the complaint a result of failure to comply with a club policy?
 - was the complaint a result of failure to comply with NFNL Regulations?
 - has the person against whom the complaint is made, acted in the best interests of the club?
 - has the complaint arisen as a result of the *person making the complaint*, misunderstanding a policy or regulation?
 - is the complaint of a vexatious nature?
- After initial assessment of the complaint, inform the President and the Discipline Committee Leader, of the nature of the complaint and any further action recommended
- On completion of the investigation into the complaint, follow up with *the person making the complaint*, to see if they were happy with how their complaint was handled. Let them know what the club are doing to avoid the problem in the future.
- The Secretary will record the result of the complaint in the appropriate Register.

(This policy was unanimously approved by the Whittlesea Junior Football Club committee on 3rd December 2019)