



NORTHERN REDBACKS
WOMEN'S SOCCER CLUB

CODE OF CONDUCT & ETHICS

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1 INTRODUCTION

Northern Redbacks Women's Soccer Club is a community club affiliated to Football West and hence also to Football Australia and FIFA (International Federation of Association Football).

The Club acknowledges that it is vital that all players, parents, spectators, Coaches and match officials associated with football act in a manner that enhances, rather than injures, the reputation and goodwill of the Club, Football West, FFA and football generally.

In line with Club regulations and procedures, failure to adhere to the Code of Conduct and Ethics, Club Policies and Club Policies, including the Member Protection Policy, may result in disciplinary action including expulsion from the Club.

Other resources:

https://www.footballwest.com.au/sites/fw/files/2021-02/doc_Code-of-Conduct_2011.pdf

<https://www.footballaustralia.com.au/sites/ffa/files/2021-04/FA%20Code%20of%20Conduct%20and%20Ethics%20%282021%29.pdf>

2 APPLICATION AND SCOPE

This Code of Conduct and Ethics (Code) aims to promote and strengthen the reputation of the Club and football generally by establishing a standard of conduct expected from all members.

In addition, it seeks to deter conduct that could impair public confidence in the safe, fair, honest and ethical conduct of matches and competitions or in the integrity and good character of the Club, its members and football generally.

Each person who is bound by this Code should be aware of the impact their conduct may have on the integrity of the Club and must respect the regulatory framework that applies. They must perform their duties, obligations and responsibilities with dignity and in an ethical manner at all times. They must always continually strive to enhance and protect the reputation of the Club, Football West and football generally.

Club Officials, volunteers and players are the public face of Northern Redbacks Womens Soccer Club. They are therefore subject to scrutiny and behavioural standards as set out in this Code.

This Code:

1. Complies with Football Australia Statutes.
2. Applies to the conduct and behaviour of all Club members.
3. Applies to all forms of football under the Club's jurisdiction.
4. Continues to apply to a member even after that member's association, registration, employment or engagement has ended, if that member breached this Code while they were a member.

5. Applies to a member at the time of that member's subsequent association, registration, employment or engagement in relation to conduct that occurs between two periods of association, registration, employment or engagement.
6. Applies to a person who is not registered but who at the time of the conduct was required to be registered to participate in the relevant activity in which the conduct occurred.
7. Does not limit or restrict the application of the Club's other by-laws, rules, regulations, policies including Member Protection.
8. May be amended by the Club from time to time, including during a season. The latest version of the Code can be found on the Club's website at www.northernredbacks.com.au.

3 GENERAL BEHAVIOUR

3.1 Player

As a member of Northern Redbacks Womens Soccer Club, you are responsible for your own performance and conduct. Players are expected to conduct themselves with dignity and integrity both on and off the pitch. Inappropriate behaviour reflects negatively on players, the team and the Club.

- Players must register on Play Football.
- Play by the rules - abide by the laws of the game.
- Never argue with an official. If you disagree, have your captain, Coach or Manager approach the official during a break or after the competition.
- Control your temper. Verbal abuse of officials and other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
- Work equally hard for yourself and/or your team. Your team's performance will benefit and so will you.
- Be a good sport. Applaud all good plays whether they are made by your team or the opposition.
- Treat all participants in your sport as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your Coach, teammates and opponents. Without them, there would be no competition.
- Participate for your own enjoyment and benefit, not just to please parents and Coaches.
- Respect the right, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

3.2 Parent

The Club appreciates the effort and sacrifice that parents make for their children. This makes it possible for players to achieve their goals and dreams. Please be aware of Club expectations for parents' behaviour.

- Remember that children participate in sport for their enjoyment, not yours.
- Focus on the player's efforts and performance rather than winning or losing.
- Encourage players always to play according to the rules and to settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a player for making a mistake or losing a competition.

- Remember that children learn best by example. Appreciate good performances and skillful plays by all participants.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach players to do likewise.
- Show appreciation for volunteer Coaches, officials and administrators. Without them, your child could not participate.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

3.3 Spectator

Coaching from the sidelines by spectators at games is not permitted, this includes player family and friends. This confuses players and sometimes even undermines what a coach is trying to do. No matter how good the intentions are, the Club insists that there be no shouting of instructions to players on the team. Poor sideline behaviour sends the wrong message to others about our Club and will not be tolerated.

- Remember that young people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.
- Respect the decision of the match officials and teach young people to do the same.
- Never ridicule or scold a player for making a mistake. Positive comments are motivational.
- The Club condemns the use of violence in any form, whether it is by spectators, Coaches, officials or players.
- Show respect to 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 or abusive language, sledge or harass players, Coaches or officials.
- Respect the rights, dignity and worth of every person regardless of their gender, race, colour, religion, language, politics, national or ethnic origin.

Refer to Football West Spectator Code of Behaviour:

<https://www.footballwest.com.au/sites/fw/files/2021-02/Spectator-Code-of-Behaviour.pdf>

3.4 Team Officials

Together, the Coach's and Manager's primary responsibility is to the players. Such responsibility includes their development as a team and as individuals. The welfare of each player is paramount to ensuring optimal all-round development.

The Coach and Manager are an integral part of the team and are required to work together to uphold the Club's Code of Conduct amongst themselves and players. They are expected to create an environment whereby players can feel safe, produce their best, be proud to represent their Club, and enjoy all aspects of the game.

Officials are ambassadors of the Club and as such, are expected to refrain from any activity which would discredit the Club's reputation.

Team officials must:

- Register on Play Football.
- Operate within the rules and spirit of the game and teach players to do the same.
- Be seen to respect the decisions of match officials, coaches and administrators in the conduct of the sport and teach players to do the same.
- Promote good sportsmanship and teamwork.
- Value the contribution and participation of all players.
- Celebrate the team's achievements.
- Role model appropriate and positive behaviour at training and during matches.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
- Monitor the physical and mental well-being of each player to ensure their fitness is not compromised by demands from outside the Club.

3.5 Club Officials and Volunteers

Club officials and volunteers are expected to create an environment whereby players can feel safe, produce their best, be proud to represent their Club, and enjoy all aspects of the game. They are ambassadors of the Club and as such, are expected to refrain from any activity which would discredit the Club's reputation.

Club officials and volunteers must:

- Register on Play Football.
- Role model appropriate and positive behaviour.
- Promote good sportsmanship and teamwork.
- Value the contribution and participation of all members.
- Celebrate the Club's achievements.
- Operate within the Club's codes and policies.
- Behave in a manner that promotes and upholds the highest standards of integrity, dignity and professionalism.
- Not act in a manner contrary to the best interests of the Club and its members.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

3.6 Entering the Field of Play

Only team officials and rostered players are permitted to enter the Technical area (2m radius around the team bench) before and during games. Please respect the space and privacy necessary for the coaches and team to carry out their match responsibilities. Parents and spectators are not permitted to enter the field of play for any reason and must be situated 2m back from the sideline and not behind the goals. Please do not approach the players or Coach until after the post-match talk.

4 MISCONDUCT

Any member who engages in misconduct may be sanctioned in accordance with this Code. For the purposes of this Code, misconduct means a breach of clauses 4 to 4.10 set out below.

A member must not engage in any of the following conduct:

1. Offensive behaviour, including offensive, obscene, abusive, provocative, indecent or insulting gestures, language or chanting.
2. Physically assaulting another person.
3. Provocation or incitement of hatred or violence.
4. Intimidating another person or creating a hostile or unsafe environment within the sport.
5. Damaging property in connection with a match or competition.
6. Any conduct in breach of the Spectator Code of Behaviour or the terms of admission at a match, including any involvement in spectator, supporter or crowd violence.
7. Any other conduct that brings, or may bring, the Club, any of its sponsors, Football West or football generally into disrepute or which is otherwise prejudicial to the interests of the Club or football generally.

4.1 Safeguarding

A member must not engage in any conduct that endangers or may endanger the safety or wellbeing of a child or adult at risk in accordance with the Club's Member Protection Policy.

A member must not abuse their relative position of power or inappropriately take advantage of a relationship where a power imbalance exists (such as coach/player).

4.2 Discrimination

A member must not engage in any unlawful discriminatory behaviour towards a person on account of an attribute. Discrimination includes:

- Publicly disparaging or vilifying.
- Inciting hatred towards, or contempt for or ridicule of.
- Discriminating against (as provided by state, territory and Commonwealth laws), a person on account of an attribute.

4.3 Bullying, Harassment and Victimisation

A member must not engage in any conduct which amounts to bullying (including cyber-bullying), harassment (including sexual harassment) or any unwelcome physical, verbal or sexual conduct which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances. A member must not victimise another person for reporting or indicating an intent to report a complaint.

4.4 Prohibited Publications and Disclosures

A member must not make any comment, statement or representation to the public, including via any contribution to any form of media that:

1. Is disparaging or derogatory of an official (including a Match Official), opposition team or any player.
2. Is disparaging or critical of the Club, including any decision or regulation made by the Club without reasonable basis or justification.
3. Comments on any matter that is the subject of an ongoing hearing or proceeding before the Club.

A member must not disclose to any unauthorised person or organisation any information of the Club that is of a private, confidential or privileged nature.

4.5 Forgery and Falsification

A member must not engage in forgery and falsification, including creation of a false document, forgery of a document or signature, the making of a false claim or providing inaccurate or false information where that member knew or ought to have known that such document, information or claim was false.

4.6 Corrupt and Dishonest Practices

Members must act with honesty and integrity at all times. They must not make a complaint that they know to be untrue or that is vexatious, malicious or improper.

A member must not:

1. Engage in corruption, including offering a benefit or an advantage to a player or an official in an attempt to incite them to violate any rules or regulations of the Club.
2. Commit any act of bribery, including through the offer, promise, request, solicitation or acceptance of any benefit in return for violating their duties.
3. Abuse their position in the Club in any way, including to obtain personal benefit, whether directly or indirectly.
4. Misappropriate funds of the Club, whether directly or indirectly, or in conjunction with any third party.
5. Engage in any other dishonest practice in relation to the finances of a member.

4.7 Manipulation of Matches or Competitions

A member must not directly or indirectly, by an act or an omission, influence or manipulate the course, result or any other aspect of a match and/or competition for an improper purpose or conspire or attempt to do so by any means.

For the purpose of this clause, a member engages in the conduct described in this clause

1. If they solicit, induce, request, encourage, facilitate or authorise another person to engage in such conduct; and

2. Irrespective of whether the member receives or stands to receive a benefit directly from such conduct.

4.8 Non-compliance with Disciplinary Process

A member must follow the directions of the Club or Football West in connection with a disciplinary process (including any directions in relation to the conduct of proceedings) which they are subject to. They must respect and comply with any decision or determination of the Club or Football West arising from a disciplinary process or proceeding which they are subject to.

4.9 Cooperation with Investigation

A member must comply with the obligations of cooperation provided for under clause 6.2.

4.10 Criminal Offence

A member will be taken to have engaged in misconduct for the purposes of clause 4 if they commit, or are charged with, a criminal offence.

5 LIABILITY

5.1 Attempt or Complicity

A member is deemed to have engaged in misconduct:

1. If they attempt to engage in misconduct.
2. If they are complicit in, encourage, sanction, cover up or authorise another person's misconduct.
3. If they agree with any other person (whether or not also a member) to engage in, or intentionally give the impression to any other person that the member is attempting or agreeing to engage in misconduct.
4. Irrespective of whether they engaged in the conduct deliberately or negligently (other than where intent is a necessary element of the type of misconduct).

Any attempt or agreement (or intentional appearance of the same) must be treated for purposes of this Code as if a breach of the relevant provision(s) had been committed, whether or not such attempt or agreement (or intentional appearance of the same) in fact resulted in such breach.

If a member attempts to, or makes an agreement with any other person (whether or not a member) to act in breach of any provision contained in this Code must be treated for the purposes of this Code as if a breach of the relevant provisions had been committed by the member themselves.

5.2 Spectator Behaviour

This Code is supplemented by the Club's, and Football West's, Spectator Code of Behaviour. It is the match host Club's responsibility to ensure the Spectator Code of Behaviour is implemented and enforced in relation to all attendees.

5.3 Club Liability for Supporter Conduct

The Club is responsible and liable for the conduct of its supporters. The Club will be deemed to have breached this Code where its supporters engage in misconduct at or in connection with a match, competition or event or activity staged or sanctioned by Football West.

Supporters occupying the home sector of a stadium are deemed to be the home Club's supporters, unless proven to the contrary (as determined by Football West in its sole and absolute discretion).

Supporters occupying the away sector of a stadium are deemed to be the away Club's supporters, unless proven to the contrary (as determined by Football West in its sole and absolute discretion).

5.4 Club Liability for Player and Official Conduct

Where a statement made by a Club official or a player which, in the absolute opinion of Football West, constitutes a breach of clause 4.4, the Club may be sanctioned by Football West independent of any sanction Football West has chosen to impose against the official or player who made the statement.

6 REPORTING AND INVESTIGATIONS

6.1 Reporting Breaches

Reports in relation to potential breaches of this Code or integrity matters within the Club are to be made in accordance with the process set out in the Club's Grievance Policy, Complaints Procedure or Member Protection Policy.

6.1.1 Approaches

In the event that a member is approached or solicited in any way (whether directly or indirectly) to influence the outcome or conduct of, or in connection with, any match or competition whether or not in return for a benefit (an approach), that member (the reporting member) must immediately report such an approach to the Club.

The reporting member must provide the Club with all information in their knowledge relating to the approach and must co-operate in any subsequent investigation and/or other action(s) arising out of such a report. Any member who becomes aware of an approach made to another member must report such approach to the Club immediately after becoming aware of such approach.

6.1.2 Ethical Misconduct

A member who is aware of, or reasonably believes that there may be, any breach of clauses 4.6 and 4.7 of this Code (Ethical Misconduct) must report such breach to the Club immediately after becoming aware of such breach.

6.1.3 Confidentiality

Any report made to the Club (including the identity of a person making a report) will be kept confidential and only disclosed to those Club officials, Football West or professional advisers who have a need to know the information unless:

1. Otherwise required by law.

2. Otherwise permitted by this Code.
3. The disclosure is required to fulfil the objectives of this Code.
4. The information is already in the public domain.

6.2 Cooperation with the Club and Third Parties

The conduct prohibited under this Code may also be a criminal offence and/or a breach of other applicable laws or regulations. This Code is intended to supplement such laws and regulations with further rules of conduct for members. This Code is not intended, and should not be interpreted, construed or applied, to prejudice or undermine in any way the application of such laws and regulations.

The Club may investigate conduct relating to this Code in conjunction with the relevant authorities, such as the police. For the purpose of such investigation, the Club may share information relating to the conduct in question with such authorities, whether pursuant to formal information-sharing agreements or otherwise. The Club investigations must be carried out by the Complaint Handler as nominated by the Executive Committee.

Each member must cooperate with the Club in any investigation being conducted (or on the Club's behalf) in relation to any suspected breach of the Club's Code of Conduct and Ethics, Club Policies or Member Protection Policy. A member may be required to attend an interview with the Club, or any person appointed by the Club, which they are directed to attend and to fully and truthfully answer all questions asked of them in the interview other than a question where the answer would render the member liable to prosecution for an indictable offence in Australia.

Depending on the type of investigation, and who is conducting the investigation (such as police), a member may be required to:

1. Produce documents and records related to any matter that is the subject of an investigation being conducted pursuant to this Code.
2. Provide their mobile phone(s), other personal electronic device(s) and computer(s), as well as access to any cloud-based storage used in association with those devices, so that it may be imaged and examined by forensic experts to assist with an investigation being conducted by authorities.
3. Provide any login credentials (such as username and password) necessary to access any device or system on which data (including documents and records of communications) are stored, including on any social media platforms.

A member is not to disclose, other than to their authorised legal representative, any information provided by them to the Club or by the Club to them during any investigation being conducted pursuant to this Code; and the fact that the Club is conducting the investigation.

Subject to any other provision in this Code, the Club will keep information obtained from a member during an investigation confidential and will only use or disclose such information for purposes related to investigating or prosecuting breaches of the Code or Club policies, sharing information as set out in this Code and making disclosures to the public where the Club considers it reasonable to do so to fulfil the objectives of this Code.

As part of any investigation into possible breaches of this Code or Club Policies, the Club may seek information from other relevant authorities and/or third parties, including Football West. The Club may also share information with other relevant authorities and/or third parties, including Football West, or the relevant authorities, where the Club considers it reasonably necessary to disclose such information for such third parties to carry out their respective functions, whether pursuant to formal information sharing agreements or otherwise.

Where a member is being investigated for or is charged with a breach of this Code or Club Policies, and other relevant authorities are also conducting investigations or proceedings into the same or related matters, the Club or Football West may, where it considers it appropriate, stay its investigation and/or disciplinary proceedings pending the outcome of the investigations or proceedings being conducted by the other relevant authorities.

7 PLAYERS, VOLUNTEERS AND CLUB OFFICIALS

The Club or Football West may discipline the Club's players, volunteers or officials pursuant to this Code in relation to their behaviour. All Club players, volunteers and officials must:

1. At all times behave in a manner that promotes and upholds high standards of integrity, dignity and professionalism.
2. Comply with any Club and/or team protocol and procedures, including in relation to alcohol, training schedules, curfews and inappropriate relationships.
3. Not act in a manner contrary to the best interests of the Club and/or team, which includes the disclosure of confidential Club and/or team information.
4. Not act in a manner that brings the Club or Football West into disrepute, including inappropriate behaviour in public.

8 DISCIPLINARY PROCEDURE AND SANCTIONS

8.1 Procedure

Subject to clause 9, the Club may enforce the terms of this Code and invoke the sanctions only if it has given the party alleged to have infringed this Code:

1. Reasonable details of the alleged infringement.
2. Notice of possible sanctions.
3. The opportunity to be heard in relation to the issues of infringement and sanction.

8.2 Sanctions

The scope and implementation of disciplinary sanctions will vary depending on the breach and the outcome of any investigations. The Club may impose disciplinary sanctions on a member including, but not limited to:

- Match suspension
- Withdrawal from Club activities and/or participation
- Suspension from Club activities and/or participation
- De-registration of member

8.2.1 Factors to consider

In determining any sanction under this Code, the Club may consider:

1. The nature and seriousness of the breach.
2. If the person(s) knew or should have known that their conduct was a breach.
3. The level of contrition.
4. The effect of the proposed sanction on the person(s) including any personal, professional or financial consequences.
5. If there have been relevant prior warnings, education or disciplinary action.
6. Whether the conduct was against a Match Official.
7. Whether the conduct was against a child or adult at risk.
8. The need to deter such conduct.
9. The damage done to the reputation of the Club or football generally by the relevant conduct.
10. The damage that might be done to the reputation of the Club or football generally if a suitable sanction is not imposed.
11. The need to publicly denounce the conduct for the benefit of the Club or football generally.
12. The need for punishment.
13. The sanction required to give effect to the objects of the Code as set out in clause 2.
14. Any other mitigating or aggravating circumstances or any other matter that the Club reasonably considers relevant to the sanction.

8.2.2 Sanction immediate

The imposition of a sanction is immediate or as otherwise notified by the Club.

8.3 Appeals

If a member disputes a decision made by the Club, or sanction imposed by the Club on a member, as a result of a finding by the Club that a member has breached this Code, that party may appeal in accordance with the Club's Grievance Policy to the committee provided that it does so in writing within 7 business days of notice of the sanction.

8.4 Ethical Misconduct Matter

The Club has the power to issue a notice and/or sanction to a member for breaches in relation to Ethical Misconduct under this Code.

Waiver - A decision by the Club to not enforce a provision of this Code in one case does not amount to a waiver or affect the absolute discretion of the Club to enforce the provision of this Code in another case.

9 NO-FAULT INTERIM SUSPENSION

The Club may immediately suspend a member for a period on an interim basis and without any finding of fault pending investigation or determination of a matter in the following circumstances:

1. In order to protect the safety and wellbeing of any child or adult at risk where the matter involves consideration of a potential breach of clause 4.1 of this Code and where the

balance of convenience, in the Club's reasonable opinion, warrants such interim suspension.

2. Where the member has been charged with a serious criminal offence and the member's continued participation in football may, in the Club's reasonable opinion, cause damage to the reputation of the Club or football generally.
3. Any other circumstance where, in the reasonable opinion of the Club, the reputation of the Club or football generally would be damaged if the member was not suspended on an interim basis.