



CODE of CONDUCT

Always be aware of your behaviour and how it can affect others.

1. Purpose

The purpose of this Code is to establish a clear standard of behaviour expected of all Lancefield Junior Football Netball Club (LJFNC) Committee members, volunteers (such as coaches, team managers, trainers, and runners), players and the club community including parents, guardians and friends. The Code is designed to outline a clear definition of acceptable and unacceptable behaviour in the club.

2. Application

This Code describes the standards of conduct expected of our people: committee members, volunteers, contractors and suppliers. It provides principles to help us make the right decision every time.

3. Policy

LJFNC clearly expects appropriate working standards that foster a positive club environment where everyone's rights are maintained. Always beware of your behaviour and how it can affect others and our kids.

We treat each other with respect and kindness, promoting an environment that enables everyone in the committee and club to reach their full potential. The LJFNC recognises the importance of diversity and we value and respect each other's differences. At LJFNC, we don't just accept difference—we celebrate it, we support it, and we thrive on it for the benefit of our club, our players and our community.

We do not tolerate bullying, harassment, unlawful discrimination, or other offensive conduct.

As part of the adherence to this Code, it is expected people will:

- Act in accordance with Australian legislation
- Act in accordance with Club policies
- Promote the interest of the Club and its stakeholders and most importantly our youth.
- Be aware of and align with the Club's mission and values
- Treat everyone with respect and courtesy and without harassment
- Not tolerate misconduct or inappropriate behaviour. It is expected that all committee members inform their president if witnessing an incident of this type
- Maintain the confidentiality of the Club, not disclosing or misusing private information
- Take reasonable steps to avoid a conflict of interest
- Be accountable for your own actions and decisions
- Be mindful of the health and safety of yourself and others in the club
- Uphold the principles of equal opportunity, not partake in victimisation, bullying, sexual harassment, discrimination or any other anti-social behaviours
- Perform their role with professionalism, care and responsibility.

4. Participation

LJFNC exists to facilitate an environment for our youth that encourages the enjoyment of community sports.

- Encourage participation, but don't force it
- Teach that enjoyment is more important than winning
- Never ridicule mistakes or losses
- Recognise all volunteers who are giving up their valuable time
- Never publicly criticise umpires – raise personal concerns with club officials in private
- Don't use ugly remarks or discriminate based on race, colour, sex, age, origin, religion, gender identity, skill level or disability.
- Know that inclusivity and sport go hand in hand.

5. Privacy

The following legislation protects the privacy of every Victorian: 1. The Victorian Privacy and Data Protection Act 2014 2. The Victorian Health Records Act 2001 3. The Australian Privacy Act 1988 (extended in 2001). Clubs that collect private information are subject to these Acts. The Privacy and Data Protection Act 2014 protects the way Victorian's personal information is handled. Including the collection, use, disclosure, quality and security of personal information.

At the LJFNC, our mission and core values provide a reference point for our operations and behaviour. We expect our committee members and contractors to know and follow the Code of Conduct.

6. Coaches Code of Conduct

- Abide by the Laws and Rules of the Game and Rules of your Club/League.
- Teach the rules; rules are mutual agreements that nobody should break.
- Group players competitively.
- Avoid overplaying talented players.
- Maximise fun and place winning in perspective.
- Stress safety always.
- Consider maturity levels. Devise training programs to suit all.
- Develop team respect for opponents, umpires and coaches.
- Recognise the importance of proper injury treatment.
- Keep up to date with coaching developments.
- Attain coaching accreditation.
- Avoid derogatory language.
- Do not discriminate based on gender, race or skill level.

7. Officials Code of Conduct

- Modify rules and regulations to match the skill of children and their needs.
- Compliment both teams on their effort.
- Be consistent, objective and courteous in calling all infractions.
- Condemn the deliberate foul as being unsportsmanlike and promote fair play and appropriate sports behaviour.
- Use common sense to ensure that overcalling violations does not lose the 'spirit of the game' for children.
- Publicly encourage rule changes, which will enforce the principals of participation for fun and enjoyment.
- Actions speak larger than words. Ensure that both on and off the field/court your behaviour is consistent with the principals of good sportsmanship.
- Make a personal commitment to keep yourself informed of sound officiating principals and the principals of growth and development of children.

8. Players Code of Conduct

- Play for the 'fun of it' and not just to please parents and coaches.
- Play by the rules.
- Never argue with an official. If you disagree, have your captain or coach approach the official during a break or after the game.
- 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.
- Work equally hard for yourself and your team. Your team's performance will benefit, and so will you.
- Be a good sport. Cheer on all good plays, whether by your team or opponents.
- Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player.

9. Parents Code of Conduct

Remember that most officials volunteer their time and effort to help your child. If you have concerns about officials, refer them to your Team Manager.

- If children are interested, encourage them to play sports. However, if a child is unwilling to play, do not force him or her.
- Focus on the child's effort and performance rather than the overall outcome of the event. This will assist the child in setting realistic goals related to his/her ability by reducing the emphasis on winning.
- Teach children that an honest effort is as important as victory so they can accept each game's result without undue disappointment.
- Encourage children to always play according to the rules.
- Never ridicule or yell at a child for making mistakes or losing a game.
- Remember that children learn best from example. Applaud good plays by both teams.
- If you disagree with an official, raise the issue through the appropriate channel rather than question the official's judgement and honesty in public.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Recognise the value and importance of volunteer coaches. They give their time and resources to provide recreational activities for your children and deserve your support.
- Always remember 2 points:
 - Sportsmanship.
 - Let's all have fun.

10. Spectators Code of Conduct

- Children play organised sports for fun. They are not playing for spectators' entertainment, nor are they miniature professionals.
- Applaud the good performance and efforts of your team and the opponents. Congratulate both teams on their performance regardless of the game's outcome.
- Respect the Officials' decision. If there is a disagreement, follow the appropriate procedure to question the decision and teach the children to do likewise.
- Never ridicule or scold a child for making a mistake during a competition. Positive comments are motivational.
- Condemn 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 play according to the rules and the officials' decisions.
- Demonstrate appropriate social behaviour by not using foul language or harassing players, coaches or officials.

11. Breaches of the code of conduct

Any breach of LJFNC policy may result in disciplinary action up to and including termination of membership and participation.

Lancefield Junior Football Netball club views breaches of the codes of conduct seriously and will take the following actions where a breach occurs:

- Football / Netball Committee members or officials will speak to anyone violating one of the codes of conduct to modify their behaviour. If the person does not modify their behaviour, the committee member may elect to take one or more of the following actions:
 - Ask the offender to remove themselves from the immediate playing area until they have settled down.
 - Remove the offending person's child from the field either for a period of time or for the duration of the game, depending on the severity of the offence.
 - Ask the offending person to leave the game.
 - Refer the player, parent or spectator to the committee for further action.

To minimise the occurrence of unruly behaviour, the area immediately behind the coach's boxes will be roped off at all Home games, and no spectators will be allowed to stand within these areas. If a spectator or parent has an issue with the officials, they should refer the issue to either:

- Team Manager
- Any committee member

Please do not abuse, either verbally or physically, any players, officials or coaches in public; use the contacts listed on the club website if you have an issue that needs to be addressed.

12. Definitions

Bullying: *Bullying is repeated, unreasonable behaviour directed towards a person or group of people, which could pose a risk to their health and safety. Bullying may be intentional or unintentional.*

Examples include but are not limited to:

- abusive, insulting, or offensive language or comments
- spreading misinformation or rumours
- behaviour which belittles or humiliates
- making threats or intimidation

Harassment: *Harassment is any unwanted, unwelcome or unreciprocated behaviour that a reasonable person would anticipate may humiliate, offend, embarrass or intimidate another person.*

Examples include but are not limited to:

- offensive or demeaning comments or jokes
- sending or showing offensive pictures or messages (including by phone or on social media)
- Mimicking someone's accent or habits, unwelcome comments or questions about a person's appearance, sexual activities or private life.

Sexual harassment: *Sexual harassment is any unwanted, unwelcome or unreciprocated conduct or behaviour of a sexual nature that offends, humiliates or intimidates.*

Examples include but are not limited to:

- sending, showing or requesting sexual pictures or messages (including by phone or on social media)
- unwelcome comments or questions about a person's appearance, sexual activities or private life
- unwelcome physical contact, such as shoulder massages, invading someone's personal space, pinching or kissing
- unwelcome non-physical contact, such as staring or leering in a sexual manner
- persistently asking someone on a date after previous refusals
- unwanted sexual propositions

Unlawful discrimination: *Unlawful discrimination is where someone is treated less favourably because of a legally protected attribute.*

Some of the attributes that are protected include:

- gender, marital or relationship status, pregnancy, breastfeeding, parental status or carers' or family responsibilities
- sexual orientation, gender identity, intersex status or gender expression
- race, colour, descent, nationality, national origin, ethnicity or religion
- disability, impairment or age

Victimisation: *Victimisation means treating someone negatively because they have made or have been involved in a complaint. At LJFNC, we encourage our community to speak up when something isn't right, and victimisation is not okay.*

Examples of behaviour that may be victimisation if it is towards a person who has made or been involved in a complaint:

- making derogatory comments
- ignoring a person or otherwise creating a hostile environment

Violence: Violence is not acceptable in any environment.

Examples include but are not limited to:

- punching, pushing, fighting or other physical violence
- threats of violence.

13. Policy Review

LJFNC may make changes to this Policy from time to time to improve the effectiveness of its operation and to comply with legislation from time to time to improve the effectiveness of its operation and to comply with legislation