

ST ALBANS FOOTBALL & NETBALL CLUB



CODE OF CONDUCT

By being a member, player, parent or volunteer, you agree to adhere to the St Albans Football & Netball Club (STAFNC) Code of Conduct. This Code outlines our commitment to excellence, integrity, and respect within our club and the broader community.

Purpose

This policy establishes the standards of behavior expected from everyone involved with St Albans Football Netball Club (STAFNC) and provides a shared understanding of what it means to represent our club.

Code of Conduct Statement

STAFNC, along with AFL Barwon, does not condone behavior that brings the Club or the game into disrepute. All members, players, parents and volunteers must uphold the Club's reputation and expectation in public and within our community.

Scope

This Code applies to everyone involved with STAFNC, including players, parents, carers and guardians, coaches, team managers, officials, committee members, volunteers, spectators and supporters.

This Code applies at all training and competitive matches, at club functions, events and social activities, in club-related communication, on social media and digital platforms where behavior relates to STAFNC.

Expected Conduct

All members, players, parents and volunteers must demonstrate:

- **Respect** for teammates/players, coaches, volunteers, umpires, and the Club.
- **Excellence** in training, games, and administration.
- **Accountability** for actions and club commitments.
- **Camaraderie** by fostering teamwork and support.
- **Honesty** in all dealings.

STAFNC does not tolerate discrimination or racism, underage drinking or drug use, verbal abuse or physical violence, and any behavior that places the safety of children at risk. Breaches of this Code may result in disciplinary action, including suspension or expulsion.

Everyone involved with STAFNC has a responsibility to:

- Behave respectfully and appropriately.
- Treat others as they would expect to be treated
- Support an environment free from bullying, harassment, discrimination and abuse
- Respect the decisions and authority of umpires, officials and competition administrators
- Follow reasonable directions from coaches, team officials and club representatives
- Respect club facilities, equipment and property
- Respect the privacy and confidentiality of other members
- Raise concerns through appropriate club processes

- Support children and young people to feel safe, included, respected and heard
- Represent STAFNC positively both on and off the field/court

Player Code of Conduct

All players of any age, are expected to:

- Play fairly and within the rules of football and netball
- Respect teammates, opponents, coaches, umpires and spectators
- Accept decisions made by umpires without abuse, intimidation or confrontation
- Demonstrate good sportsmanship
- Encourage and support teammates
- Attend training, games and team commitments wherever reasonably possible
- Communicate with coaches and team officials when unable to meet team commitments in timeframes outlined by coaches and/or club administrators
- Follow reasonable team and club expectations
- Look after club uniforms, equipment and facilities
- Raise concerns through appropriate club processes

Parent, Carer and Guardian Code of Conduct

Parents, carers and guardians are expected to:

- Encourage children to participate for enjoyment, development and connection
- Support their child and the wider team
- Respect the role of coaches and allow coaches to coach
- Respect the role of umpires and officials and allow them to officiate
- Avoid coaching from the sidelines
- Never abuse, threaten, initiate or ridicule a player, coach, umpire or spectator
- Raise concerns through appropriate club processes
- Support the club's child safety and safeguarding responsibilities
- Respect the privacy of children and other club members

Spectator and Supporter Code of Conduct

Spectators and supporters are expected to:

- Cheer positively and respectfully
- Support players from both teams
- Respect umpires and officials
- Allow coaches to coach and players to play
- Never abuse, threaten, or use discriminatory and/or offensive language
- Support a safe and family friendly environment
- Raise concerns through appropriate club processes

Coaches and Team Officials Code of Conduct

Coaches and team officials are expected to model the behavior we want to see throughout the club. They must:

- Provide a safe, positive and inclusive environment
- Treat players and umpires fairly and respectfully
- Use age-appropriate and constructive coaching methods
- Respect player wellbeing
- Maintain appropriate boundaries with players

- Follow child safety requirements and relevant sporting policies
- Communicate appropriately with players and parents
- Raise concerns through appropriate club processes

Committee Members and Volunteers Code of Conduct

Volunteers and committee members are expected to:

- Act in the best interest of STAFNC
- Treat members, families, players and other volunteers respectfully
- Apply club rules and processes fairly and consistently
- Maintain appropriate confidentiality
- Declare and appropriately manage conflicts of interest
- Follow relevant club policies and procedures
- Respond appropriately to concerns and complaints
- Support a positive and inclusive club culture
- Protect the safety and wellbeing of club members
- Respect the contribution of other volunteers

Club Policies

All members, players, parents and volunteers must comply with all other club policies. They include and can be found here [STAFNC Policies](#).

Child Safety Policy

STAFNC is committed to creating a safe, inclusive and welcoming environment for all children and young people. We follow child-safe practices and relevant legislation. All concerns relating to child safety will be managed in accordance with this policy.

Drug and Alcohol Policy

STAFNC complies with all applicable laws and licenses in relation to alcohol and drugs. The use, possession, distribution or influence of illicit drugs at STAFNC facilities, events or activities is strictly prohibited. STAFNC follows responsible serving of alcohol principles and does not supply or serve alcohol to minors, intoxicated persons, or those showing signs of aggressive or anti-social behavior. All concerns relating to drug and alcohol will be managed in accordance with this policy.

Grievance and Complaints Policy

STAFNC handles and deals with complaints or grievances confidentially and in accordance with our Club and both AFL and Netball Victoria's procedures. We ask our members, players, parents and volunteers to raise concerns early and respectfully through the appropriate channels. STAFNC may seek to resolve matters through discussion, facilitated resolution or mediation as per accordance with this policy.

Social Media and Digital Communication Policy

STAFNC expects all members, players, parents and volunteers to appropriately use social media to promote a positive online environment that reflects the Club's values. The same standards of behavior apply online as they do in person and all matters related to social media behavior will be managed in accordance with this policy.

Responding to Breaches

A breach of this policy may result in action by STAFNC. The response will depend on the nature and circumstances of the behavior. This may include but is not limited to:

- Informal discussion or education
- Verbal or written warning
- Mediation or facilitated resolution where appropriate
- Behaviour agreement
- Restrictions on participation or attendance
- Suspension
- Removal from a volunteer, coaching or committee position
- Termination or cancellation of membership
- Referral to governing body - AFL Barwon, AFL or Netball Victoria
- Referral to police, child protection or other relevant authority where required or appropriate

STAFNC may move directly to more serious action where behavior is serious, repeated or presents a risk to the safety or wellbeing of others.

Acknowledgement and Responsibility

Being part of STAFNC is both a privilege and a responsibility.

Every person is responsible for their own behaviour. Every member, player, parent and volunteer contributes to what STAFNC becomes.

By becoming a member of, participating in, volunteering for, coaching at, representing or otherwise engaging with STAFNC, you are acknowledging that:

- I have read and understood the STAFNC Code of Conduct
- I agree to uphold the standards outlined in this Code
- I understand that my behaviour can impact the safety, wellbeing and experience of others
- I understand that breaches of this Code may result in action being taken by STAFNC
- I agree to raise concerns through appropriate club processes
- I understand that child safety is everyone's responsibility
- I will contribute to making STAFNC a safe, respectful, inclusive and welcoming sporting community.

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