



STANMORE HAWKS FC

CODE OF CONDUCT

POLICIES & PROCEDURES

VERSION: V170120

All Club Officials, Coaches, Players, Parents / Guardians, Friends & Spectators of Stanmore Hawks FC, whilst at training or on any match day, or in any way representing the Club are expected to conduct themselves in an appropriate manner consistent with:

- **The highest community standards.**
- **The Club's commitment to be a good and decent member of the community.**
- **The Club's policies and procedures, and,**
- **Strict compliance with the FFA *Laws of the Game*.**

This Code of Conduct may be supplemented by additional codes of behaviour or ethics, provided they are not inconsistent with the terms of this Code.

Application and Scope

This Code of Conduct aims to promote and strengthen the reputation of the Stanmore Hawks FC by establishing the expected behaviours of its Football Club members and associates.

Furthermore, this Code of Conduct seeks to deter conduct that could impair public confidence in the honest and professional conduct of Matches or in the integrity and good character of its participants.

The Club's Code of Conduct:

- a) Is in keeping with the FFA Statutes and applies to the conduct and behaviour of FFA, Member Federations, Competition Administrators, Clubs, Players, Officials and Agents:
- b) Applies to all forms of Football organised by the Club, including eleven-a-side, (trial and competition matches, training sessions, modified football, and any other 'friendly' or sanctioned matches (outside the standard competition format); and
- c) Continues to apply to any Club Officials, Coaches, Players, Parents / Guardians, Friends & Spectators of Stanmore Hawks FC, for a period of six (6) months after that person has left the Club, if that Member breached this Code while a current Member.

Our personal conduct is constantly on display, therefore, should be consistent with the intention of this policy. All Club Officials, Coaches, Players, Parents / Guardians, Friends & Spectators of Stanmore Hawks FC should always deal fairly, honestly and professionally with ALL OTHER Club Officials, their Coaches, their Players, their Parents / Guardians & their Spectators.

All contact with Club Officials, Coaches, Players, Parents / Guardians, Friends and Spectators (of both Stanmore Hawks and/or any visiting Football Clubs), should be handled professionally with courtesy.

The standards of personal behaviour expected of all Club Officials, Coaches, Players, Parents / Guardians, Friends & Spectators of Stanmore Hawks FC includes:

- Acting with honesty and integrity,
 - Abiding by laws and regulations,
 - Maintain Stanmore Hawks Football Club's reputation and values,
 - Dealing with visiting Club Officials, Coaches, Players, Parents/Guardians, Friends and Spectators, customers and the general community with respect, and,
 - Treating each other with respect and working collaboratively to promote the Football Club.
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The Aim of this Code of Conduct

Stanmore Hawks Football Club requires every individual bound by this policy to:

- a) Be ethical, fair and honest in all their dealings with other people and the Stanmore Hawks FC.
- b) Treat all persons with respect and courtesy and have proper regard for their dignity & rights.
- c) Always place the safety and welfare of children above other considerations;
- d) Comply with Stanmore Hawks Football Club's rules and policies;
- e) Operate within the rules and spirit of the sport;
- f) Comply with all relevant Australian laws (Federal and State), particularly but not limited to; anti-discrimination, bullying and child protection laws;
- g) Be responsible and accountable for their conduct.
- h) Abide by the relevant Role-Specific Codes of Conduct.
- i) Inform the Technical Director of the Club prior to seeking and/or joining other development academies outside of normal Club training.
- j) Players must attend Stanmore Hawks FC games of older age groups when requested to do so by the Teams Coach or the Technical Director, this is also compulsory.

The Away Strip

PLEASE NOTE, *the away strip provided to players as part of their kit always remains the property of the Club and MUST BE RETURNED to the Club when requested to do so by a Club Official.*

Bringing the Game into Disrepute

Club Officials, Coaches, Players, Parents/Guardians, Friends and Spectators of Stanmore Hawks Football Club must not bring the Football Club or the game of Football into disrepute, with respect to:

- a) Discriminatory behaviour, including public disparagement of, discrimination against or vilification of a person.
- b) Harassment, including sexual harassment which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances.
- c) Offensive behaviour, including offensive, obscene or insulting gestures or language.
- d) Incitement of hatred or violence.
- e) Spectator or crowd violence.
- f) Intimidation of Match Officials, including use of violence or threats to pressure Match Official to take or omit to take certain action.
- g) Forgery and falsification, including creation of a false document, forgery of a document or signature or the making of a false claim.
- h) Corruption, including offering a benefit or an advantage to a Player or an Official to incite him or her to violate Federation International or the Football Association Statutes, Football Federation Australia or Football New South Wales Rules and Regulations.
- i) Abuse of position to obtain personal benefit.
- j) Commission of (or being charged with) a criminal offence; or
- k) Any other conduct or behaviour that materially injures the reputation and goodwill of Football Federation Australia or Football generally.

All Club Officials, Coaches, Players, Parents/Guardians, Friends and Spectators of Stanmore Hawks FC can protect and enhance the reputation and image of The Club by:

- promoting positively Stanmore Hawks Football Club,
- ensuring that individual behaviour or action does not cause The Football Club public embarrassment nor bring the image of Stanmore Hawks Football Club into disrepute,
- maintain an appropriate standard of appearance while representing The Club,
- ensuring tasks are conducted conscientiously, efficiently and effectively, and

- working safely and ensuring the health, safety and security of all Club Officials, Coaches, Players, Parents and Spectators of Stanmore Hawks Football Club.

All Club Officials, Coaches, Players, Parents/Guardians, Friends and Spectators of Stanmore Hawks Football Club have the opportunity to provide excellence in sportsmanship, in so far as the relationships we have with both internal and external contacts by:

- presenting a positive and professional image of yourself and The Football Club,
- taking ownership of faults and damages to product and property, and taking relevant action to rectify the situation,
- co-operating with others, providing support and/or empathy dependent upon situations,
- ensuring your [football] knowledge and skill level are enough to accurately perform the functions of your role,
- recognising visitors in a proper manner,

All Club Officials, Coaches, Players, Parents/Guardians, Friends and Spectators of Stanmore Hawks Football Club can demonstrate their ability to effectively deal with each other, our visitors and the community with respect by behaving in a fair and consistent manner when dealing with others.

Furthermore, All Club Officials, Coaches, Players, Parents/Guardians, Friends and Spectators of Stanmore Hawks Football Club should have regard for the protection of the environment plus the well-being of the various communities in which we are a part of.

To ensure the success of Stanmore Hawks Football Club and those associated with it, it is imperative that we treat each other with respect and endeavour to work together as a team. Ensuring the safety and security of All Club Officials, Coaches, Players, Parents/Guardians, Friends and Spectators of Stanmore Hawks Football Club will achieve this. Additionally, by treating our colleagues with trust, dignity, respect, fairness and equality, and ensuring that we work towards the goals of The Club.

Dress Code

All Club Officials, Coaches, Players, Parents/Guardians, Friends and Spectators of Stanmore Hawks Football Club, when acting in any club related capacity (including training and on match day), will be required to wear the appropriate football club uniform.

If a Coach or Assistant Coach is involved in the warm-up session prior to the game, that Official must change into the approved Dress Code for Game Days prior to taking their place on the bench.

NO CLUB OFFICIAL, COACH OR PLAYER IS PERMITTED TO HAVE BARE FEET, THONGS OR WEAR SANDALS, SLIP-ONS OR WALK AROUND IN THEIR SOCKS (except in the dressing room).

If any football uniform is lost, it must be replaced at the cost of the Official/player.

Any Official, Coach and/or Player, who does not adhere to the Dress Code, may be subject to disciplinary action.

Training and playing uniforms can only be worn at Stanmore Hawks Football Club official games/events and must not be worn under any other circumstances during the season.

Club Officials Responsibilities

Club Officials are responsible for:

- Ensuring Coaches, Players, Parents & Spectators are aware of and comply with Club policies.
- Providing Coaches, Players, Parents and Spectators with a positive role model.
- Seeking the assistance of suitable and/or relevant professionals when required.
- Adhering to and Advocating all Football Club policies always.

Training Sessions

- Players are required to be at the training ground at least 10 minutes prior to the designated start time of training.
- If for any reason you cannot attend training, you need to notify your Coach or Team Manager prior to the commencement of Training.
- Injured players MUST attend training unless receiving permission from the Coach or Technical Director to be absent.
- All players must attend training sessions. Failure to attend training will be dealt with appropriately by the Coach of each team and the Technical Director of the Club in a manner adhering to The Football Club policy
- No jewellery is to be worn during training sessions or games. Earrings and studs must be removed during training and games.
- If a youth player will be leaving training or a game without a parent/guardian accompanying them the coach or manager MUST be notified by their parent before training starts.

Club Officials, Coaches, Players, Parents/Guardians and Spectators Responsibilities

Club Officials, Coaches, Players, Parents/Guardians and Spectators are responsible for:

- Their own and their guests behaviour and actions always,
- Adhering to Football Club policies,
- Treating all visiting Football Club Officials, Coaches, Players, Parents/Guardians and Spectators fairly and equitably, and,
- Seeking the appropriate advice regarding acceptability of action, prior to undertaking it.

Dispute Resolution Procedures

If any incidents occur during a training session, official game or any other event/function held by the Club or Football NSW it must be reported to The Technical Director of the Club at once.

The Club has formed a Disciplinary committee that will investigate all incidents and issue warnings or penalties accordingly.

All issues will be investigated by the Club thoroughly and fairly and appropriate action will be taken. If the result of the Disciplinary committee does not resolve the matter, the issue can then be passed on to the Board of Directors of the Club and they will also investigate the matter and take appropriate actions based on their findings.

Disciplinary Procedures

Club Officials, Coaches, Players, Parents/Guardians, Friends and Spectators adherence to this policy is paramount. Any person who contravenes this policy is subject to disciplinary action.

DISCIPLINARY ACTION BY THE CLUB CAN INCLUDE:

- The Suspension or Removal of a person from any position held at the Club.
- The Suspension or Removal of a Player and/or their Parents / Guardians from the Club.
- The Banning of any person from attending any premises under the control of the Club.

Visiting Club Officials, Coaches, Players, Parents, Friends and Spectators who breach the guidelines contained in the document may be asked to leave. The person will be advised of the circumstances and the potential ramifications of his/her actions and asked to take remedial action to prevent a re-occurrence of the incident.

Club Officials, Coaches, Players, Parents / Guardians, Friends & Spectators of Stanmore Hawks FC should also be aware that engaging in unacceptable behaviour may lead them to being personally liable to prosecution and penalties imposed by the courts for breaches of legislation.