



INNER WEST HAWKS FC

CODE OF CONDUCT

POLICIES & PROCEDURES

V260122

All Club Officials, Coaches, Players, Parents, Guardians, Friends & Spectators of Inner West Hawks FC, whilst at training or on any match day, or in any way representing the Club will conduct themselves in a manner consistent with:

- **The Club's commitment to remain an upstanding member of the local community,**
- **The Club's policies and procedures, and,**
- **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 Inner West Hawks FC by establishing the expected behaviours of its members and associates, facilitate a hospitable club environment, and maximise the potential of our on-field success.

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.

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 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 Inner West Hawks FC, for a minimum period of six months after that person has left the Club if the Member breached this Code of Conduct while a 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 Inner West Hawks FC should always deal fairly, honestly, and professionally with all Officials of other football clubs, their Coaches, their Players, their Parents, Guardians & their Spectators.

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

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

- Always acting with honesty and integrity,
- Abiding by laws and regulations,
- Treating fellow members of Inner West Hawks FC with respect, and working collaboratively to promote a sociable club environment

- Showing respect to visiting Club Officials, Coaches, Players, Parents, Guardians, Friends and Spectators
- Maintain Inner West Hawks FCs reputation and values by showing respect to members of the local community who are not associated with football, in particularly those who reside nearby Arlington Reserve.

The Aim of this Code of Conduct

Inner West Hawks FC requires every individual bound by this policy to:

- a) Be ethical, fair, and honest in all their dealings with other people and Inner West 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 Inner West Hawks FC rules and policies.
- e) Operate within the rules and spirit of the game.
- 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) Seek the approval of Inner West Hawks FC Technical Director prior to seeking and/or joining other development academies outside of normal Club training.
- j) All youth players (13s to 18s) are required to remain on ground and support the following older age group game until at least half time.
- k) Players must attend and/or play for Inner West Hawks FC games of older age groups when requested to do so by the teams Coach, Technical Director, or any other Club Official.

Bringing the Game into Disrepute

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

- promoting positively Inner West Hawks FC,
- ensuring that individual behaviour or action does not cause The Club public embarrassment nor bring the image of Inner West Hawks FC 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 Inner West Hawks FC.

All Club Officials, Coaches, Players, Parents, Guardians, Friends and Spectators of Inner West Hawks FC 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.

Player Expectations

A player's position at Inner West Hawks FC requires the fulfilment of the following player expectations:

- Being respectful to all club personnel, including coaches, managers and teammates.
- Following any instruction received from coaches, managers, or any other club official.
- Notifying the coach and/or team manager as early as possible if unable to attend a match or training session.
- Arrive to matches well rested and physically prepared.
- Always compete to the upmost of one's ability.
- Make every possible effort to improve one's football skills, physical stamina, tactical awareness, and general football knowledge.
- Always setting a positive example for other players and helping to create an environment that enables others to further develop their own footballing capacity.
- Endorsing all other club policies and the FFA Laws of the Game.

Responsibilities for Club Officials

Club Officials are responsible for:

- Ensuring Inner West Hawks FC Coaches, Players, Parents, Guardians & Spectators are aware of and comply with club policies and Code of Conduct.
- Providing all who are present with a positive role model.
- Seeking the assistance of suitable and/or relevant professionals when required.
- If unsure of the appropriate course of action, Officials should seek advice from other Club Officials prior to undertaking it.
- Adhering to and advocating all Club policies.

Training Sessions

All Club Officials, Coaches, Players, Parents, Guardians, Friends and Spectators of Inner West Hawks FC must abide by the following policies regarding 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, Technical Director or Medical team 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 and may result in disciplinary action as determined by the club.
- No jewellery is to be worn during training sessions or games. Earrings and studs must be removed prior to 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.

Respecting the Grounds

All Club Officials, Coaches, Players, Parents, Guardians, Friends and Spectators of Inner West Hawks FC must have regard for the protection of the grounds where training and matches are hosted, in particular by:

- cleaning up the changerooms after your team's match so that it remains hospitable for Inner West Hawks teams that will play afterwards.
- cleaning up the technical area after your team's match so that it remains hospitable for Inner West Hawks teams that will play afterwards.
- respecting the local environment at Arlington Reserve and any other venue that hosts Inner West Hawks by ensuring all litter is placed in bins.
- respecting the residents living in proximity to Arlington Reserve and their right to the quiet enjoyment of their homes with clear and unrestricted access to their driveways.

Dress Code

All Club Officials, Coaches, Players of Inner West Hawks FC, when acting in any club related capacity (including training and on match day), will be required to wear the appropriate Inner West Hawks FC uniform related to their role.

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

If any football uniform is lost, it must be replaced at the cost of the Official/Coach/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 Inner West Hawks FC official games/training and events and must not be worn under any other circumstances during the season.

The Players Away Jersey

PLEASE NOTE: *the white training/away jersey provided to players as part of their kit always remains the property of Inner West Hawks FC and MUST BE RETURNED to the club when requested to do so by a Club Official.*

Dispute Resolution Procedures

If there are any grievances or 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 Team Manager immediately.

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 to ensure the appropriate disciplinary action be taken.

If the result of the Disciplinary committee does not resolve the matter, the issue will then be passed on to the Board of Directors of the Club who 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.

Club Officials, Coaches, Players, Parents, Guardians, Friends & Spectators of Inner West 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.