

CODES OF CONDUCT RTFC

Every person: spectator, player, club member, official, participant, administrator, coach, the parent or member of the community involved with the sport, should work to ensure:

- inclusion of every person regardless of their age, gender, or sexual orientation
- inclusion of every person regardless of their race culture or religion
- opportunities for people of all abilities to participate in the sport and develop to their full potential
- respect is shown towards others, the club and the broader community
- a safe and inclusive environment for all
- elimination of violent and abusive behaviour
- protection from sexual harassment, manipulation, intimidation, undermining and unprofessional behaviours

Every Player for RTFC, Male or Female has the right to participate in a community sport which is safe, welcoming and inclusive. Equally everyone plays a part in ensuring their actions and behaviours are supportive of these values. In line with the Victorian Government's Respect Agenda is about ensuring that respect for ourselves, others and the community, is at the centre of what it means to be Victorian.

As part of this Agenda, the RTFC is committed to enabling every person, in any capacity, to have the opportunity to participate in community sport without fear of abuse, intimidation and harassment. RTFC have a responsibility to ensure participation in any community sport event is free of any anti-social behaviour both on and off the field which prevents others from taking part and getting active. The RTFC Code of Conduct outlines behaviours which are expected to be followed by every person involved in community sport, as well as identifying the behaviours which must not be tolerated.

The Fair Play Code outlines a set of guiding principles on expected standards of behaviour for every person involved in sport and recreation in Victoria. This includes every player, participant, coach, support person, official, administrator, club member, spectator, parent, volunteer or member of the public involved with sport and recreation in Victoria. All should demonstrate the principles of integrity, respect, responsibility, fairness and safety in relation to sport, recreation, training and club sanctioned activities.

PLAYERS CODE OF CONDUCT

Acts of violence, discrimination and vilification are illegal acts within Victoria. It is RTFC's responsibility to not only report these to the appropriate authorities but to ensure these acts are not tolerated by the sport or the club. RTFC has the responsibility of adhering to and enforcing the code through sport-specific penalties.

The Code provides the opportunity to make a positive impact on Players & Members participation in sport and recreation by encouraging appropriate behaviour at all times. Implementation of the Code will ensure that the members & players remain safe and inclusive for all. The behaviour and attitude of players is a component of the selection criteria at RTFC.

The club sets a high standard of expected behaviour and attitudes and this is conveyed in writing to all players (and parents) at the time of annual registration with the club. Any failure to comply with this policy and code of conduct may lead to immediate expulsion from the club and all paid fees forfeited to the club without refund.

The club displays signs around the ground, within the change-rooms for both home and away players and also within spectator areas of the club detailing acceptable behaviour. Should unacceptable behaviour be displayed by a player this is promptly dealt with by club officials and should this continue the player may be asked to leave the grounds or at worst be suspended or expelled from the club.

This Code of Conduct, in addition to the Club's overall Code of Conduct, shall apply to all players. Any breach thereof shall be subject to disciplinary action by RTFC and may result in expulsion from the club and all fees forfeited by the club without refund.

The player agrees to:

- (a) Be bound by RTFC's Constitution, the Laws of the Game, all Statutes and Regulations, and the constitutions and by-laws of FFA and FFV;
- (b) Play by the Rules and within the spirit of the game;
- (c) Not argue with the match official. If you disagree, have your captain or coach approach the match official during a break in play or after the match is concluded;
- (d) Control their temper. Verbal abuse of officials or other players, deliberately distracting or provoking another person is not acceptable or permitted in any sport;
- (e) Maintain their focus and work hard for themselves and your team;
- (f) Be a good sport and be prepared to acknowledge good play whether it is from their team or the opposition;
- (g) Treat all players as they would like to be treated. Do not interfere with, bully or take unfair advantage of another player;
- (h) Cooperate with their coach, teammates, and club officials. Without them, there would be no competition;
- (i) Play for their own enjoyment, and not just to please parents and coaches;
- (j) Be liable for any fines or penalties imposed by the FFV, FFA, or the Club.
- (k) Remove all jewellery prior to training and match play, as it is a hazard to themselves and those around them;
- (l) Not accept or use any illicit or performance-enhancing drugs or other unauthorised substances, including the consumption of alcohol at any time.

PARENTS/GUARDIANS CODE OF CONDUCT

This Code of Conduct, in addition to the Club's overall Code of Conduct, shall apply to all parents/guardians. Any breach thereof shall be subject to disciplinary action by RTFC and may result in expulsion from the club and all fees forfeited by the club without refund.

Parents agree to:

- (a) Be bound by RTFC's Constitution, the Laws of the Game, all Statutes and Regulations, and the constitutions and by-laws of FFA and FFV;
- (b) Remember that children play the sport for their enjoyment, and not yours;
- (c) Encourage children to play according to the rules and spirit of the game;

- (d) Encourage all children to participate, do not force them;
- (e) Focus on the child's efforts and performance rather than the result of the activity (that is, winning or losing);
- (f) Encourage children to always participate according to the rules;
- (g) Never ridicule, yell at a child for making a mistake or losing a game;
- (h) Remember that children learn best by example, so applaud good play by both teams;

(l) Support all efforts to remove racial and religious vilification, verbal and physical abuse from sporting activities;

(j) Respect the match official's decisions and teach your child to do likewise;

(k) Show respect and appreciation to all Club officials, including coaches, officials, and administrators. Ensure all issues and complaints are raised individually through the correct formal channels and are in writing to the club via your team manager or committee member. No club official, coach, or club employee/volunteer shall be bullied, intimidated, undermined, abused or disrespected by any unprofessional, anti-social behaviour at any time. Any of this behaviour may result in your immediate expulsion and your fees forfeited without refund.

(l) Causing club disaffection and bringing the good order and management of the club into disrepute by any unprofessional parent/member conduct may also result in immediate club expulsion and your fees forfeited without refund.

(m) 'Smart Supporting' – not loud and intense but calm, relaxed, and at all times positive;

(n) Respect the rights, dignity, and worth of every young person regardless of their gender, ability, cultural background, or religion;

(o) Do not smoke or consume alcohol near the team bench (Technical Area) or sideline. Smoking is not allowed around other areas of the ground, change rooms, etc. Smoking is only permitted in designated area assigned for smokers.

(P) Pay any fines or penalties imposed by the FFV, FFA or the Club.

COACHES' CODE OF CONDUCT

This Code of Conduct, in addition to the Club's overall Code of Conduct, shall apply to all coaches. Any breach thereof shall be subject to disciplinary action by RTFC and may result in expulsion from the club.

Coaches agree to:

(a) Be bound by RTFC's Constitution, the Laws of the Game, all Statutes and Regulations, and the constitutions and by-laws of FFA and FFV;

(b) Remember that players participate for the fun of it and that winning is not everything;

(c) Be reasonable in your demands on younger players time, energy, and enthusiasm;

(d) Teach your players to abide by the Rules and Laws of the Game;

(e) Ensure that equipment and facilities meet a reasonable safety standard and are appropriate to the age and ability of the players;

(f) Modify your approach to suit the skill levels and needs of players;

(g) Develop and enhance respect between players, opposition coaches, and the decisions of the match official;

(h) Follow the advice of a physician when determining the extent of a player's injury and beyond that, when players are returning from injury to training and match play;

(i) Keep up to date with the latest coaching practices (refer to Coach Accreditation Criteria);

- (j) Take time out to teach players (& others) the Laws of the Game, hence raising their awareness;
- (k) Remind all players to play within the spirit of the game at all times;
- (l) Ensure players are good sports and ensure each team member shakes the hand of their opponents at the conclusion of every match;
- (m) Do not smoke or consume alcohol near the team bench (Technical Area) or sideline. Smoking is not allowed around other areas of the ground, change rooms etc. Smoking is only permitted in designated area assigned for smokers.
- (n) Remember the actions of yourself and your team is reflective of the perception others take away with them.

ADMINISTRATORS' CODE OF CONDUCT

This Code of Conduct, in addition to the Club's overall Code of Conduct, shall apply to all administrators. Any breach thereof shall be subject to disciplinary action by RTFC and may result in expulsion from the club.

Administrators agree to:

- (a) Help coaches and officials highlight appropriate behaviour and skill development, and assist in raising the standards of coaching and officiating;
- (b) Ensure everyone involved in football emphasises fair play, and not winning at all costs;
- (c) Be tolerant and calm under pressure and approach problem-solving in a supportive manner as members and players will expect you to set an example for others;
- (d) Make every effort to educate persons who breach these guidelines from time to time.

SPECTATORS' CODE OF CONDUCT

- (a) Applaud good play and performances from both teams, and be forward in congratulating all participants on their performance regardless of the final outcome;
- (b) Respect the match official's decisions on the day;
- (c) Condemn the use of violence in any form, be it by spectators, coaches, officials, or players;
- (d) Show respect for both teams when watching matches, because without them there would be no game;
- (e) Encourage players to follow rules and accept the decision of the match official;
- (f) Do not intimidate, harass or use foul language towards, players, match officials, Club Officials or spectators.
- (g) Do not smoke or consume alcohol near the team bench (Technical Area) or sideline. Smoking is not allowed around other areas of the ground, changing rooms, etc. Smoking is only permitted in the designated areas assigned for smokers.

SOCIAL MEMBERS' CODE OF BEHAVIOUR

This Code of Conduct, in addition to the Club's overall Code of Conduct, shall apply to all social members. Any breach thereof shall be subject to disciplinary action by RTFC and may result in expulsion from the club.

- (a) Be bound by RTFC's Constitution and its Code of Conduct, the Laws of the Game, all Statutes and Regulations, and the constitutions and by-laws of FFA and FFV;
- (b) To act responsibly at all times and to respect the rights of other members
- (c) To promote the club's philosophies and display courteous and welcoming behaviour to all visitors and guests of the club.

(d) To always represent the club in a positive way either by actions or verbal communication, especially when visiting rival clubs and attending club-related events.

DISPUTE RESOLUTION PROCESS

- If you have any questions or concerns throughout the season, please firstly contact your team manager in writing for assistance.
- Do not direct question or approach the coaching staff with player/game/training-related feedback or questions. All club communication is to occur via the team manager in writing. This ensures privacy and confidentiality and avoids any inaccuracies and hearsay information being relayed to the board. Complaints not sent formally in writing via the team manager will not be addressed. Coaches are not to be approached unless invited to do so by a club official or the coach themselves. The only time they should be approached is in circumstances of an emergency like a risk to the player or public safety. Any informal or confrontational approach to any club official or coach will result in disciplinary action.
- Player feedback is provided to the players formally in feedback sessions and informally at games and training sessions. Players are encouraged to ask their coaches questions directly at training and games. The club aims to have one player/parent/ coach interview session mid-way mark of the season.
- Parent, player & coach behaviours always need to be respectful and professional when dealing with fellow players, parents, coaches, referees, including club officials and volunteers. Any unprofessional and disrespectful conduct, confrontational and manipulative conduct including undermining behaviours towards club officials/volunteers/coaches and committee will not be tolerated. Parent's behaviours are usually monitored and reported via the usual channels and if any misconduct occurs penalties and possible club and player expulsion will apply.
- If you are not satisfied with any outcome passed on from your team manager. Feel free to contact the Technical Director and your AGC in writing.
- Do not direct questions to other Board Members. If you are still not satisfied with the outcome. You can request that the matter is raised at Executive Board level.
- We are here to make sure that all matters are dealt with in a timely manner and as efficiently as possible.