



Rockingham City Football Club



CODE OF CONDUCT

1. Introduction

1.1 The Rockingham City Football Club (RCFC) committee is dedicated to ensuring a safe environment for participation that is fair and inclusive for all. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, club representatives (including but not exclusive to: coaches, paid staff and volunteers) and other sporting personnel while attending a game, training or any RCFC event will not be tolerated. Membership of RCFC should be seen as a privilege and all members have the responsibility of ensuring that our club retains its reputation of being a “friendly” and “professional” Football Club.

1.2 The underlying spirit of RCFC lies in the principle of being a “club” wherein the members are responsible for the Club’s existence, both financially and operationally. Hence, the club requires the voluntary input of its members to care for the facilities and to function smoothly, this is expected from all Members.

1.3 The objective of RCFC’s Code of Conduct is to provide a standard code of behaviour guide for its members to abide by for the purpose of:

- a) Assisting club members to understand the standards of conduct that are expected of them.
- b) Promote consistently high standards of behaviour across all activities within our club.
- c) Ensure the club fulfils its statutory duty to be ethical, fair and honest to its members and obligations to its volunteers.
- d) Build community trust in the club and enhance public opinion of the sport of Football.
- e) To ensure the safety and welfare of members and guests of all ages and abilities.
- f) Ensure that RCFC is enjoyed by all members and guests.

1.4 The Code of Conduct for RCFC is based on six key categories of Conduct, Behaviour, Child Protection, Club Integrity & Privacy, Guests, and Compliance.

2. Conduct

2.1 RCFC seeks to operate in an open and friendly environment, where people show respect for each other, personal property, club property and the clubhouse. Each member should be a positive “role model” and as such, members shall:

- a) Show respect and courtesy to all club members and volunteers.
- b) Not tarnish the reputation of the club, its members and committees or bring the club into disrepute. This includes but is not limited to social media, electronic mail, texts or other forms of trying to deface our Club, it's reputation or its members.
- c) Endeavour to operate in a non-discriminatory manner and ensure each person has an equal opportunity and is given a “fair go” as RCFC is an all inclusive & diverse club. This includes but is not limited to club equipment and facilities.
- d) Be mindful of actions in relation to their individual safety and safety of others involved in the Club.
- e) Abide by the Constitution, by-laws and all policies of the club.
- f) Comply with and adhere to reasonable directives and requests of Club committee, coaches and duty officers of the club.
- g) Act responsibly and respectfully at all times and accept responsibility for their actions. Each member should understand the possible consequences of breaching RCFC’s rules and regulations and comply with and adhere to any penalty imposed by the Club representatives.

3. Behaviour

3.1 All members are expected to demonstrate the following behaviour and they must:

- a) Respect the privacy of and be ethical, fair and honest in all their dealings with other people.
- b) Comply with all applicable acts & laws, including association, liquor laws and responsible service of alcohol standards.
- c) Act in a sportsman like manner and operate within the rules and spirit of the sport when representing the club, both on and off the field.
- d) Operate within the rules of the sport including national and international guidelines that govern the sport of Football through MFC, FFA and Football West.
- e) Members will accept all Referee decisions, any match officials decisions, any outcomes and disciplinary action as seen fit by governing bodies such as Football West and the Clubs own Committee. Above all members must not display rudeness, harassment or improper conduct towards coaches, referee's, teammates,

competitors, guests or officials. Disciplinary action can be taken by the Clubs Committee as they deem appropriate.

- f) If a red card and/or fine for accumulative cards, is issued to a team or individual by a Football West Official, it will be up to the team and/or individual to pay the full amount of the fine or Volunteer at Club events to the value of the fine. An individual's behaviour is NOT the responsibility of RCFC. Each member is responsible for their own actions.
- g) The use of mobile phones should be discreet and considerate of others in the vicinity and permission for camera usage should be sought.
- h) Smoking is prohibited inside all RCFC Buildings and grounds. Smokers must remain a minimum of 20ft from any club member or sideline of game in play as per the Health Department, Govt of WA's Tobacco control Act.

3.2 RCFC has a zero tolerance policy on:

- a) Offensive language or rudeness, harassment, inappropriate comments, threatening behaviour and berating match participants, spectators and officials.
- b) Excessive use of alcohol or intoxication. Under the Liquor Licensing Laws a member or guest of a member is committing an offence if they bring external alcohol into any sports ground, stadium or similar. This includes RCFC and can result in removal from the ground and dismissal of the member.
- c) It is an offence to supply alcohol to a minor, a guest who is intoxicated or an individual who has been banned from RCFC. If this situation occurs, it can result in removal from the ground and dismissal of the member, and the matter referred to Police.
- d) Public roads and private vehicles** It is an offence (except where a permit or licence applies) to drink liquor on any public road or street. This includes drinking in a motor vehicle on any public road or street.
- e) **Powers of the police in relation to public drinking** Under section 155 of the Liquor Control Act, a police officer may seize and dispose of any opened container of liquor that is in the possession of a person in a public place. As far as unopened containers are concerned, a police officer may seize the liquor where it is suspected that it will be unlawfully consumed in a public place. Unopened liquor will be taken as evidence.
- f) Inappropriate display of temper, abuse (e.g abusive, intimidating and/or threatening behaviour to other members or guests), harassment, ridicule - whether physical, verbal or by electronic form.
- g) Physical Violence (eg touching, pushing, fighting or threats of violence or use of a

weapon).

- h) The use or encouragement of illegal drugs within the premises.
- i) Destruction of property – either to others or the club. Any loss or damage to ANY property will be at the expense of the individual and NOT RCFC. This applies to but is not limited to RCFC Kit, equipment, facilities on game days, social nights, presentation days, and any other event which is associated with the club.
- j) Any form of discrimination.
- k) RCFC Committee is under NO obligation to consult with the member's coach, manager or other overseer, if a member is found to be in breach of any part of this Code of Conduct the RCFC Committee will take actions necessary to manage the situation to ensure that our Club, Committee, Coaches, Players, Officials and Guests are safe to enjoy our Club's facilities at all times.

4. Child Protection

4.1 RCFC has a duty of care to ensure that the safety and welfare of our junior members and other children is paramount, therefore:

- a) As a club with majority junior members, our Coaches, Committee and all Volunteers are *required to apply for* a Working With Children Check (WWCC) from the department of communities screening unit of WA, at the commencement of the season. RCFC will sponsor your volunteer application and the reduced cost shall be reimbursed by the treasurer. The member can collect an application form from the RCFC Secretary. The individual must ensure the WWCC is current and renewed every 3 years. The Club Secretary will retain a copy of the check for the Clubs records. In certain circumstances where an individual does not meet conditions for a WWCC then a National Police Clearance can be accepted in place of the WWCC, at the members own cost refer to Club Secretary for details.

4.2 Members must demonstrate a high degree of individual responsibility especially when dealing with person's under the age of 18. Your words and actions are an example to impressionable Junior members of the club.

- a) Members, Coaches, Committee and volunteers must all comply with Child Protection laws and any member working with children on behalf of RCFC must obtain a WWCC.
- b) Persons under the age of 18 shall not be permitted to purchase or be supplied with alcohol or tobacco. The Licensing Laws do not permit children under the age of eighteen years to be served or consume alcohol in any part of the Club.
- c) Members should avoid unaccompanied and unobserved activities with persons

under the age of 18 years wherever possible.

5. Club Integrity & Privacy

5.1 It is the obligation of all club members to maintain the integrity and security of the RCFC's confidential documents and information.

a) No member shall represent the club in any dealings, unless authorised by the Club's Committee.

b) Members shall not expect preferential treatment, nor seek favours from the Club's Committee Members. Do not use your involvement in the RCFC to promote your own beliefs, behaviours or practices where these are inconsistent with those of the Club.

6. Guests

6.1 A member will take responsibility for their guests at all times.

a) Guests are required to be signed in by the Member however, it is preferred that all visitors are signed into the Visitors Register as required by the Registered Clubs Act.

b) Members must ensure that Licensing Laws and Regulations are observed and ensure that their guests adhere to this Code of Conduct, while visiting the club.

c) Guests must remain in the company of the Member at all times while visiting RCFC

7. Compliance

7.1 Any breaches of this Code of Conduct will not be tolerated at RCFC. Any Member or Guest who breaches this code may be asked to leave, and a member can be permanently dismissed from the club at the discretion of the RCFC Committee.

a) Any complaints in respect of an immediate issue surrounding a Member's behaviour shall be directed to a Committee Representative, Officials or the most senior club member available at the time. Any non-urgent concerns or feedback can be provided to the committee via the Secretary secretary@rcfc.net.au

b) If a member is observed to have breached the Club's by-laws and/or policies then the Committee may request a complaint in writing, the member may be brought before a Committee meeting to answer for their actions, a meeting which will have a minimum of two RCFC committee members present. Disciplinary actions, at the Committees discretion may result.

7.2 This code is to be used in conjunction with all Policies, Procedures, and By-laws of RCFC & affiliates. Disciplinary actions are dealt with under RCFC's constitution.

Document created January 2021, by Lisa-Jane Manning RCFC President.