



CODE OF CONDUCT

Approved by Committee

on 25 May 2006

The purpose of this Policy is to establish a standard of performance, behaviour and professionalism for those persons participating in Club activities. In addition, it seeks to deter conduct that could impair public confidence in the honest and professional conduct of the Club or in the integrity and good character of its participants.

Feedback: The Club welcomes any comments on how this, or any of its other policies, can be improved to increase the efficient running of the Club and the enjoyment of the Club's facilities by its members. Please direct you comments to secretary@kpfc.asn.au

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1. PURPOSE

- 1.1 The purpose of this Policy is to establish a standard of performance, behaviour and professionalism for those persons participating in Club activities. In addition, it seeks to deter conduct that could impair public confidence in the honest and professional conduct of the Club or in the integrity and good character of its participants.
- 1.2 This Policy takes effect on the date it is approved by Committee.

2. SCOPE

- 2.1 This Policy applies to the conduct and behaviour of Officials, Coaches, Managers, Players, Parents and Spectators (**Participants**).
- 2.2 This Policy does not limit or restrict the application of:
 - (a) the Member Protection Policy, which establishes the rights and responsibilities of Participants in relation to discrimination, harassment, child protection and intimate relations; or
 - (b) any other Policies.

3. DISREPUTE, CONDUCT AND BEHAVIOUR

- 3.1 A Participant must not bring the Club or Football into Disrepute.
- 3.2 A person will be deemed to have engaged in conduct or behaviour:
 - (a) regardless of whether or not it was committed deliberately or negligently;
 - (b) if that person has attempted, offered or encouraged others, to engage in that conduct or behaviour; or
 - (c) where that person knowingly takes part in the conduct or behaviour.

4. CONDUCT OF EVERYONE

- 4.1 Without limiting the generality of clause 3.1, a Participant will be taken as having brought the Club or Football into Disrepute if he or she engages, directly or indirectly, in any of the following:
 - (a) bringing alcohol to, or consuming alcohol in, the public areas of any sports fields;
 - (b) breaching any of the provisions of this Policy or any other Policies;
 - (c) communicating directly with the KDSA, Soccer NSW or the FFA or any of their respective directors, officers, employees or other representatives without the express written consent of the Secretary; or
 - (d) discriminatory behaviour, including public disparagement of, discrimination against, or vilification of, a person on account of an Attribute;
 - (e) harassment, including sexual harassment or any unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances;
 - (f) offensive behaviour, including offensive, obscene or insulting gestures or language;
 - (g) incitement of hatred or violence;
 - (h) spectator or crowd violence;
 - (i) intimidation of Match Officials, including use of violence or threats to pressure a Match Official to take or omit to take certain action;
 - (j) forgery and falsification, including creation of a false document, forgery of a document or signature or the making of a false claim;

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- (k) corruption, including offering a benefit or an advantage to a Player, Match Official or an Official, in an attempt to incite him or her to violate any Policies;
- (l) abuse of position to obtain personal benefit;
- (m) the commission or charge of a criminal offence; or
- (n) any other conduct or behaviour that materially injures the reputation and goodwill of the Club or Football generally.

5. CONDUCT OF COACHES AND MANAGERS

5.1 Without limiting the generality of clause 3.1, a Coach or Manager will be taken as having brought the Club or Football into Disrepute if he or she fails to comply with clause 5.2 below.

5.2 Coaches and Manager should:

- (a) Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of players of the same age and maturity as their Players.
- (b) Give all of their Players equal attention and playing time each week. All Players deserve equal attention and opportunity.
- (c) Avoid overplaying the talented Players. The 'just-average' Players need and deserve equal time.
- (d) Ensure that their Players have fun and enjoy training and playing. Remember that Players participate for fun and enjoyment and that winning is only part of their motivation.
- (e) Ensure that the time Players spend with the Coach and Manager is a positive experience.
- (f) Be reasonable in the demands they place on their Players' time, energy and enthusiasm.
- (g) Follow the advice of a physician when determining when an injured Player is ready to recommence training or competition.
- (h) Take into account the age and maturity of their Players when scheduling the length and frequency of practice sessions.
- (i) Never ridicule or yell at their Players for making a mistake, not winning their game, not coming first, or for any other reason whatsoever.
- (j) Respect the rights, dignity and worth of every Player regardless of gender, ability, cultural background and religion.
- (k) Display control, respect and professionalism to all involved in the sport. This includes opponents, Coaches, Officials, Parents, Players, Spectators and the media. Encourage Players to do the same.
- (l) Never speak adversely or critically about any Official, Coach, Manager, Parent or Player to anyone other than directly to that person or to an Official, and even then, only in private.
- (m) Provide regular constructive feedback to Parents and Players.
- (n) Give Players every opportunity to speak openly about their experience as a Player.
- (o) Respond to any issue raised by a Parent or Player in a manner which is fair and reasonable, in the circumstances.
- (p) Never ostracise any Parent or Player for any reason whatsoever nor encourage or condone such behaviour from any Parent or Player.
- (q) Comply promptly with any reasonable direction given by an Official or Match Official.
- (r) Operate within the rules and spirit of the sport and teach their Players to do the same.

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- (s) Teach their Players that the Laws of the Game are mutual agreements which no-one should evade or break.
- (t) Ensure that their Players comply with the Laws of the Game.
- (u) Develop team respect for the ability of opponents as well as for the judgement of the Match Officials and the opposing coach.
- (v) Ensure that all equipment and facilities meet safety standards and are appropriate to the age and ability of their Players.

6. CONDUCT OF PARENTS

6.1 Without limiting the generality of clause 3.1, a Parent will be taken as having brought the Club or Football into Disrepute if he or she fails to comply with the standards of conduct set out in clause 6.2 below.

6.2 Parents should:

- (a) Remember that children participate in sport for their enjoyment, not the enjoyment of their Parents.
- (b) Encourage their child to participate in Football but must not force them to participate. If they have any concerns about the capability or enthusiasm of their child, they should raise the issue with their Coach or Manager.
- (c) Focus upon the child's efforts and performance rather than the overall outcome of the event. This assists the child in setting realistic goals related to his/her ability by reducing the emphasis on winning.
- (d) Teach the child that an honest effort is as important as victory, so that the result of each game is accepted without too much disappointment.
- (e) Encourage children to always play according to the rules and to settle disagreements without resorting to hostility or violence.
- (f) Never ridicule or yell at any child for making a mistake, not winning their game, not coming first, or for any other reason whatsoever. One child doesn't ever win or lose a game – the team does.
- (g) Remember that children learn best from example.
- (h) Applaud all good performances on and off the field, regardless of which team is responsible.
- (i) Respect the decision of Officials and Match Officials and teach children to do the same.
- (j) Never argue with the Match Officials or opponents. It sets a very bad example. If any issues arise, they should be left to the Manager to address with the opponent manager, Match Official or the Club.
- (k) Never question the Official's judgement and honesty in public. Most officials give their free time and effort for your child's enjoyment. If you disagree with an official, raise the issue through the coach or manager.
- (l) Not use any verbal or physical abuse. Support all efforts to remove verbal and physical abuse from sporting activities.
- (m) Not offer rewards or praise that does not recognise team efforts. For example rewards for goal scorers are generally not appropriate – what about the pass that set the goal up and the defence that stopped a goal being scored against? Soccer is a team sport and winning takes a team effort.
- (n) Show appreciation for, and support, volunteer Coaches, Managers and Officials. They give of their time and resources to provide enjoyment and skills development for your children.

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- (o) Respect the rights, dignity and worth of every Player regardless of gender, ability, cultural background and religion.
- (p) Never speak adversely or critically about any Official, Coach, Manager, Parent or Player to anyone other than directly to that person or to an Official, and even then, only in private.

7. CONDUCT OF SPECTATORS

7.1 Without limiting the generality of clause 3.1, a Spectator will be taken as having brought the Club or Football into Disrepute if he or she fails to comply with clause 7.2 below.

7.2 Spectators should:

- (a) Remember that children participate in sport for their enjoyment, not the enjoyment of Spectators.
- (b) Applaud all good performances on and off the field, regardless of which team is responsible.
- (c) Congratulate all participants on their performance regardless of the outcome of the game.
- (d) Respect the Match Officials' decisions. Never argue with a Match Official or an Official.
- (e) If there is a disagreement, follow the appropriate procedures in order to question the decision, and teach the children to do likewise.
- (f) Never ridicule or scold a child for making a mistake during a game.
- (g) Make and encourage positive comments – they are motivational.
- (h) Condemn the use of violence in any form, be it by Spectators, Coaches, Managers, Officials or Players.
- (i) Show respect for your team's opponents. Without them there would be no game.
- (j) Encourage players to follow the rules and the Match Officials' decisions.
- (k) Respect the decision of Officials and Match Officials and teach children to do the same.
- (l) Demonstrate appropriate social behaviour by not using foul or abusive language or harassing Players, Coaches, Managers, Officials, Match Officials or other Spectators.
- (m) Respect the rights, dignity and worth of every Player regardless of gender, ability, cultural background and religion.
- (n) Never speak adversely or critically about any Official, Coach, Manager, Parent or Player to anyone other than directly to that person or to an Official, and even then, only in private.
- (o) Not use foul language, sledge or harass Players, Coaches, Managers, Officials or Match Officials.

8. CONDUCT OF PLAYERS

8.1 Without limiting the generality of clause 3.1, a Player will be taken as having brought the Club or Football into Disrepute if he or she fails to comply with clause 8.2 below.

8.2 Players should:

- (a) Play by the Laws of the Game;
- (b) Never argue with a Match Official. If you disagree with a referee, have your Coach or Manager approach the Match Official during the break or after the game;
- (c) Never verbally or physically abuse any Official, Match Official or Participant, whichever side they are on;
- (d) Control their temper.
- (e) Never sledge other players, or deliberately distracting or provoking an opponent.

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- (f) Always work hard for yourself and for your team. Your team's performance will benefit and so will you.
- (g) Be a good sport.
- (h) Applaud all good plays, whether they are from your team or not.
- (i) Treat all Players as you would like to be treated.
- (j) Do not interfere with, bully or take advantage of, another Player, whether they are a team-mate or not.
- (k) Respect the rights, dignity and worth of every Player regardless of gender, ability, cultural background and religion.
- (l) Participate for their own enjoyment and benefit, not just to please Parents, Coaches, Managers or Spectators.
- (m) Co-operate with your Coach, Manager, other Players and opponents. Without them there would be no game.
- (n) Don't make any isolated incidents of unsporting behaviour the *highlight* of the event.
- (o) Never speak adversely or critically about any Official, Coach, Manager, Parent or Player to anyone other than directly to that person or to an Official, and even then, only in private.

9. CONDUCT OF OFFICIALS

9.1 Without limiting the generality of clause 3.1, a Player will be taken as having brought the Club or Football into Disrepute if he or she fails to comply with clause 9.2 below.

9.2 Officials should:

- (a) Modify rule and regulations to match the skill levels and needs of young people.
- (b) Compliment and encourage all participants.
- (c) Be consistent, objective and courteous when making decisions.
- (d) Condemn unsporting behaviours and promote respect for all opponents.
- (e) Emphasise the spirit of the game rather than the errors.
- (f) Encourage and promote rule changes which will make participation more enjoyable.
- (g) Be good sports.
- (h) Keep up-to-date with the latest trends in officiating and the principles of growth and development of young people.
- (i) Be positive, encouraging and supportive.
- (j) Place the safety and welfare of the Participants above all else.
- (k) Give all young people a fair go regardless of their gender, ability, cultural background or religion.

10. BETTING, MATCH-FIXING AND CORRUPTION

10.1 A Participant must not engage, directly or indirectly, in:

- (a) any bet, wager, gamble or any other form of financial speculation where the relevant person stands to win or gain from the win, draw or loss of any Club competing in a Match;
- (b) the throwing or fixing of a Match; and

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- (c) any conduct or behaviour intended to unfairly affect the result of a Match, including accepting or agreeing to accept any money, gift, consideration or benefit (whether in cash or kind) connected with or relating to the ability of a Participant to exercise control over or influence the outcome of a Match so as to bring about a result other than that which would be achieved in a fair contest between the competing teams.

10.2 A Player, Coach, Manager, Official and Match Official must not:

- (a) accept bribes through the offer, promise or acceptance of a gift or any other benefit (whether in cash or kind) in return for violating his or her duties; or
- (b) provide any information for benefit or reward concerning the Club, its team's actual or likely composition, the form or injuries of Players or possible tactics (other than in connection with a bona fide media interview).

10.3 A Participant must immediately report to the Club any offer of a bribe or any attempt by a person in breach of this clause 10.

11. MEDIA STATEMENTS

11.1 A Participant must not make any statement in public, including any contribution to television, radio or print media that:

- (a) is disparaging of a Match Official, opposition team or any Player or Official;
- (b) is disparaging of the Club, any Club regulation or policy decision;
- (c) comments on any matter currently the subject of the Grievance Procedure; or
- (d) materially injures the reputation and goodwill of the Club or Football generally.

11.2 A Participant must not make or issue any public or media statement or release that incorporates a reference to the Club, or attributes any quote to the Club, without the Club's prior written consent.

12. SANCTIONS

12.1 Any Participant which breaches any provision of this Policy will be subject to sanctions and/or fines in accordance with the Disciplinary Policy.

12.2 The Club will determine the scope and duration of each sanction, and the quantum of each fine in accordance with the Disciplinary Policy.

12.3 Any decision of the Club will be binding on the Participant.

13. DUTY OF DISCLOSURE

A Participant must promptly report to the Club any breach of this Policy or any unethical incident involving others who are bound by this Policy.

14. NOTICE AND RIGHT TO BE HEARD

The Club may enforce the terms of this Policy and invoke the sanctions only if it has given the party alleged to have breached this Policy:

- (a) reasonable and sufficient notice of each and every particular of the alleged breach;
- (b) notice of possible sanctions; and
- (c) the opportunity to be heard and to make submissions in relation to that alleged breach.

15. GRIEVANCE PROCEDURE

15.1 If a Participant disputes the Club's purported action taken under this Policy, that party must give notice to the Administrator of the Grievance Procedure:

- (a) within 14 days after the date on which the purported action was taken; and

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(b) specifying the reason for the dispute and any relevant facts.

15.2 Any purported action taken by the Club under this Policy will not take effect until the Grievance Procedure has been terminated or exhausted.

16. TIMEFRAME

16.1 Unless exceptional circumstances can be established, an action for breach of this Policy must be brought within three (3) months from the time the subject matter of the breach was brought to the attention of the Club.

17. DEFINITIONS AND INTERPRETATION

17.1 In this Policy:

Administrator means the person appointed by the Club from time to time to administer the Grievance Procedure and to present the facts and evidence at hearings.

Attribute means race, colour, religion, language, politics, national or ethnic origin, gender, transgender, sexual orientation, age, marital status, pregnancy or intellectual or physical impairment or any other attribute specified under commonwealth or state legislation.

Club means Kissing Point Soccer Club.

Coach means a person appointed by the Club from time to time to coach teams of Players. The name and contact details of all Coaches are listed on <http://www.kpfc.asn.au>.

Code of Conduct means this document as amended from time to time (a current version of which can be obtained on <http://www.kpfc.asn.au>).

Committee means the Committee of the Club. The members of the Committee are identified on <http://www.kpfc.asn.au>.

FFA means the Football Federation of Australia.

Disrepute means any conduct, statement or appearance in public that is damaging to reputation, including by being defamatory or critical without reasonable basis or justification.

Grievance Procedure means the procedure that applies exclusively to facilitate the expeditious and fair resolution of disputes or grievances that arise between the Participants, as promulgated by the Club from time to time (a current version of which can be obtained on <http://www.kpfc.asn.au>).

KDSA means the Ku-ring-gai District Soccer Association.

Manager means a person appointed by the Club from time to time to manage teams of Players. The name and contact details of all Managers are listed on <http://www.kpfc.asn.au>.

Match means any match staged or participated in by the Club, including any pre or post season, trial or exhibition match.

Match Official means a referee, lines' man, match commissioner, referee inspector, selector, any person in charge of safety or any other person appointed by the Club or the FFA or a State Federation or District Association to assume responsibility in connection with a Match.

Official means:

(a) an employee, consultant, officer or director of the Club; or

(b) a member of a council, committee, panel or body constituted by the Club.

Parent means a person that has parental responsibility for a Player who is under the age of eighteen years (18).

Participants has the meaning ascribed to it in clause 2.1 above.

Player mean a person registered to play soccer with the Club.

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Policies means the Club's constitution and by-laws and the rules and regulations, codes, policies and procedures as developed or implemented by the Club from time to time (current versions of which can be obtained on <http://www.kpfc.asn.au>) or by FFA, Soccer NSW or KDSA from time to time (as they each relate to the activities of the Club and its Participants) (current versions of which can be obtained on their respective websites), including the Laws of the Game.

President means the person appointed to the office of President of the Club. The name and contact details of the President are listed on <http://www.kpfc.asn.au>

Laws of the Game means the official Laws of the Game as promulgated by FIFA from time to time.

Secretary means the person appointed to the office of Secretary of the Club. The name and contact details of the Secretary are listed on <http://www.kpfc.asn.au>

Vice President means a person appointed to the office of Vice President of the Club. The name and contact details of all the Vice Presidents are listed on <http://www.kpfc.asn.au>

Spectator means any person attending any sports field.

17.2 In this Policy:

- (a) any use of the word 'includes' or words such as 'for example' or 'such' do not limit anything else that is included in general speech;
- (b) 'day' means a day when the offices of KDSA are ordinarily open for business; and
- (c) all notices must be in writing and in English.

17.3 The Club will interpret all terms of this Policy and any other Policies and any such interpretation will be final and binding on each Participant. The Club may issue guidelines to assist in that interpretation.

17.4 The Club may vary this Policy from time to time or make such further rules as it deems fit.