



CODE OF CONDUCT

Contents

1 CODE OF CONDUCT	2
1.1 General Code of Conduct	2
1.2 Player Code of Conduct.....	2
1.3 Parent and Supporter Code of Conduct.....	3
1.4 Coach and Official Code of Conduct.....	3
1.5 Communication & Use of Technology Policy	4
1.5.1 Website	4
1.5.2 SMS and emails	4
1.5.3 Facebook.....	4
1.5.4 What We Ask You To Do.....	4
1.5.5 Non-Compliance.....	5
1.6 Alcohol & Smoking Policy	5
1.6.1 Alcohol.....	5
1.6.2 Smoking	5
1.7 Health & Safety Policy	5
1.8 Child Safe Policy.....	6
1.8.1 Statement of Commitment to Child Safety.....	6
1.9 Confidentiality and Privacy Policy	6
1.9.1 About this privacy policy	6
1.9.2 Security of information.....	7



CODE OF CONDUCT

1 CODE OF CONDUCT

1.1 General Code of Conduct

All players, parents and club officials must abide by the Code of Conduct of the M A Olympic Football Club (MAOFC).

At MAOFC, we encourage all forms of positive, sportsmanlike and encouraging behaviour and communication between all players, parents and families, and club officials (including to association staff, referees and other players/supporters).

The attitude and behaviour of our players, coaches and parents (including family guests), when representing the MAOFC, is expected to be exemplary at all times. This includes communication via all forms of media (sms, email, Facebook, etc.) and the privacy of others in the Club - their personal & professional lives outside the Club is to be respected at all times. All players, parents, club officials and their families must abide by. Players, Club Officials and Parents give the MAOFC Committee the right to deal with any misconduct or infringement of the Codes of Conduct that is brought to their attention. Penalties for breaches of these Codes of Conduct are at the discretion of the Committee, and may include suspension from games/training and in the event of serious or repeated infringements, expulsion from the club.

1.2 Player Code of Conduct

- a) Play by the rules – the rules of your Club and the laws of the game.
- b) Attend training sessions and matches at times advised by your coach. If unable to do so, players must inform their coach as soon practical.
- c) Train and play with a commitment to improve skills as an individual and as part of a team.
- d) Respect your teammates, coaches, team manager, referees and opponents.
- e) Refrain from dangerous behaviour at training and games and take an active part in ensuring training and games take place in a safe environment.
- f) Refrain from unsportsmanlike manner or play.
- g) Act respectfully toward the officials and players of your own and opposing Clubs.
- h) Respect and follow the directions of coaching staff, match and club officials.
- i) Act respectfully towards match officials at all times. Abusive language is unacceptable.
- j) Be a team player – It's a team game, treat it that way. Play for the love of it.
- k) Play for your own enjoyment and to improve your skills.
- l) Treat all players as you would like to be treated – fairly and with respect.
- m) Show respect and recognition for your opponents, their skills and achievements, applaud good play and goals by the opposing team. Be friendly to all participants.
- n) Compete according to the competition and the rules.
- o) Co-operate with your coach, the umpires and team-mates.
- p) Accept the decision of the umpire - if in disagreement with a decision; raise it with your coach.
- q) Don't use ugly remarks based on race, religion, gender or ability – you'll let down your coach, team-mates and family if you do, and many such comments are actually now illegal. Bullying and Harassment will NOT be tolerated in any form.



CODE OF CONDUCT

1.3 Parent and Supporter Code of Conduct

- a) Encourage your child and other participants to abide by the rules.
- b) Remember that you are there for the participants to enjoy the game.
- c) Explain the players code of conduct to your children and encourage them to follow it.
- d) Teach that enjoyment is more important than winning.
- e) Encourage your child to train and play fairly with the commitment to improve their individual and team skills.
- f) Refrain from criticism of coaches, referees or opponents during training and games.
- g) When able, assist with tasks requested by the coaches or managers.
- h) Ensure attendance at training and games.
- i) Never ridicule mistakes or losses.
- j) Lead by example and respect all players, coaches, referees, administrators and spectators.
- k) Recognise all volunteers who give up their valuable time.
- l) Respect the facilities and equipment of their own and opposing Clubs.
- m) Abusive language is unacceptable.
- n) Never publicly criticise umpires – raise personal concerns with club officials in private. If in disagreement with a referee's decision, keep it to yourself and allow the game to proceed. If your concern is in relation to safety of players, then please raise it discreetly with the Coach or Team Manager during a break in play.
- o) Do not use ugly remarks based on race, religion, gender or ability – you'll let down your family and yourself if you do, and many such comments are actually now illegal. Bullying and Harassment will NOT be tolerated in any form.

1.4 Coach and Official Code of Conduct

- a) I will respect the rights, dignity and worth of all individuals within the context of my involvement in Football, including refraining from any discriminatory practices on the basis of race, religion, ethnic background, or special ability/disability.
- b) I will abide by and teach the laws of Football and the Rules of my Club and Association.
- c) I will be reasonable in the demands I make on the time commitments of the players in my care, having due consideration for their health and well-being.
- d) I will refrain from any form of personal abuse or unnecessary physical contact with the players in my care.
- e) I will have due consideration for varying maturity and ability levels of my players when designing practice schedules, practice activities and involvement in competition.
- f) I will avoid overplaying players aiming to maximise participation and enjoyment for all players regardless of ability and will ensure that all players gain equal playing time.
- g) I will stress and monitor safety always.
- h) I will at all times display and teach appropriate sporting behaviour, ensuring that players understand and practise fair play.
- i) I will display and foster respect for referee's, opponents, coaches, administrators, other officials, parents and spectators.



CODE OF CONDUCT

1.5 Communication & Use of Technology Policy

1.5.1 Website

- a) Information on competitions, social events, committees, policies, constitution, rules and by-laws will be placed on our website.
- b) No offensive content or photos will be uploaded to our website, including social activities and events.
- c) Permission will be sought from parents to upload photos of their children, and care will be taken not to provide information that identifies them.
- d) A social media officer is appointed to provide accountability and control over what goes onto our website and Facebook page.

1.5.2 SMS and emails

- a) Club committee members, coaches and team managers may use SMS and email to communicate club business and club-sanctioned social events, however:
 - o text communication should be short and about club/team matters
 - o email communication will be used when more information is required communication about children is through parents

1.5.3 Facebook

- a) Postings and uploading of videos will feature positive club news and events.
- b) Personal information about members will not be disclosed.
- c) Permission will be sought from parents to upload photos of their children, and care will be taken not to provide information that identifies them.
- d) No statements will be made that are misleading, false or likely to injure the reputation of another person.
- e) No statement will be made that might bring our club into disrepute.
- f) Members will not engage in negative or destructive discussions or postings.
- g) Abusive, harassing, discriminatory or offensive statements will not be posted by members.
- h) Destructive or negative users will be deleted and blocked from engaging with the site.

1.5.4 What We Ask You To Do

All members are expected to use the internet and electronic communication appropriately, so think about what you want to say before you write it. Remember, an email is a written record of your thoughts on a matter and can be used against you later. Communication by the club and members:

- Should be restricted to club matters.
- Must not offend, intimidate, humiliate or bully any member.
- Must not be misleading, false or injure the reputation of members or others.
- Should seek to protect the privacy of members.
- Must not bring the club into disrepute.

Coaches and others working with children and young people will direct electronic communication through parents.



CODE OF CONDUCT

1.5.5 Non-Compliance

Any club member found to have sent inappropriate electronic communication, uploaded inappropriate website content or engaged in blogs or discussions that harass, offend, intimidate or humiliate members, may face disciplinary action as outlined in our member protection or other welfare policy or covered by our code of conduct.

Cyber bullying (e.g., bullying that is carried out through an internet service such as email, a chat room, discussion group, instant messaging or web pages) under certain circumstances is a criminal offence that can be reported by victims to the police. The club can also initiate separate action where there has been a breach of our state sporting organisation and club member protection or other welfare policy to provide for the protection, safety and welfare of members. Members publishing false or misleading comments about another person in the public domain (e.g., Facebook or websites) may be liable for defamation.

1.6 Alcohol & Smoking Policy

1.6.1 Alcohol

No BYO alcohol will be allowed into the MAOFC home grounds at Burt Street while football is being played. Any person not complying with this rule will be asked to remove the alcohol and may be asked to leave. This is to enable responsible serving of alcohol to be adhered to from the club premises. Alcohol can only be consumed in the designated drinking areas as per our Liquor Licence requirements.

1.6.2 Smoking

Smoking will not be prohibited at MAOFC home grounds at Burt St where children under the age of 18 are present as per the legislation banning smoking in outdoor areas where children are present. It is an offence to smoke at children's sporting events. Smoking must be undertaken in the public car park and/or the roadway at Burt Street whilst children under the age of 18 are present.

During Senior events and sessions where children under the age of 18 are not present, designated smoking areas are highlighted and all members are required to use this area.

1.7 Health & Safety Policy

MAOFC is committed to providing a safe working, playing, coaching and learning environment for all committee members, players, members, supporters and any related third parties.

We to promote health and safety, so far as reasonably practicable, by:

- providing and maintaining safe equipment and environment, including a means of access in a condition that is safe and without risk to health
- preventing accidents and safety hazards arising from activities via effective risk identification, assessment and implementation of control measures
- engaging with committee members, players, members, supporters and any related third parties, to provide relevant information, instruction, training and supervision, as is necessary to ensure health and safety

CODE OF CONDUCT

1.8 Child Safe Policy

1.8.1 Statement of Commitment to Child Safety

MAOFC recognises that children need special care and attention. We aim to protect the welfare of children involved in the sport of football by creating, implementing and complying with the following measures:

- ensuring the safety and wellbeing of children who participate in MAOFC activities and ensuring that their experiences with the club are positive
- ensuring children are empowered and know what behaviour is and is not acceptable
- ensuring children know how to report (and where to report) an incident and feel empowered to do so if they are either subject to, or become aware of, potential abuse or misconduct
- prioritising and addressing the concerns of children in relation to their safety
- communicating openly with parents of children and always ensuring safety of children is paramount
- remaining vigilant to ensure best practice standards in relation to child safety are utilised in delivering MAOFC's services and activities

MAOFC will also take reasonable steps to promote the cultural safety of Aboriginal children and children from culturally and/or linguistically diverse backgrounds as well as promoting the safety of children with a disability.

MAOFC has also adopted the following policy and guidelines:

- Child Safe Policy
- Child Safe Communication Guidelines
- Child Safe Physical Contact Guidelines
- Child Safe Working with Children Check Guidelines

1.9 Confidentiality and Privacy Policy

MAOFC takes your privacy very seriously and is committed to protecting your personal information. This privacy policy sets out the way in which any personal information you provide to us is used and kept secure by MAOFC. It applies whenever we collect your personal data (including when you use our website or other digital platforms), so please read it carefully.

1.9.1 About this privacy policy

This privacy policy explains what information we may collect about you, how we may use it, and the steps we take to ensure that it is kept secure. Please note that our website and other digital platforms may contain links to third party websites / digital platforms which are provided for your convenience. We are only responsible for the privacy practices and security of our own digital platforms. We recommend that you check the privacy and security policies and procedures of each website / digital platform that you visit.

Information we collect and what we use it for

All personal information that we collect about you will be recorded, used, and protected by us in accordance with applicable data protection legislation and this privacy policy. We may supplement the information that you provide with other information that we obtain from our dealings with you or which we receive from other organisations, for example, our sponsors and partners.



CODE OF CONDUCT

In broad terms, we use your data for the following purposes:

- to administer and provide products and services you request or have expressed an interest in
- to enable us to administer any competitions or other offers/promotions which you enter into
- to communicate with you in the event that any products or services you have requested are unavailable
- for record keeping purposes
- to create an individual profile for you so that we can understand and respect your preferences
- to personalise and/ tailor any communications that we may send you
- for profiling purposes to enable us to personalise and/or tailor any marketing communications that you may consent to receive from us

We may, for example, keep a record of your name, address, delivery address, email address, telephone number and payment card details. We may also record details of any disability or health needs you may have to help to ensure your comfort and safety.

1.9.2 Security of information

We take the security of your personal information seriously. We have security procedures in place to protect our paper based systems and computerised databases from loss and misuse, and only allow access to them when it is absolutely necessary to do so, and then under strict guidelines as to what use may be made of the personal information contained within them.