**Code of Conduct**

**Introduction**

1. All persons registering and participating or attending matches under the control of the Association are subject to the following code of conduct.

**Protocols on General Behaviour**

1. All participants in the game of football are bound by the rules of sportsmanship which include:

* Written “Laws of the Game” enforced by match officials on the field of play.
* Unwritten rules of civility in “Fair Play”, showing positive regard for all opponents, officials and team mates.

1. Show unconditional support for match officials in both managing the laws and spirit of the game.
2. Be subject to management and direction of the team / club official.
3. Observe and comply with directions given by the Association.
4. Display a manner which does not bring themselves, as individuals, the team, the club or the Association into public disrespect or censure.
5. Avoid making, issuing, authorizing or endorsing public criticism not in the best interests of the Association.
6. Treat all persons with respect, dignity and proper regard for their rights and obligations.

**Club and Association Officials**

1. Demonstrate and ensure a positive commitment to the Association’s programs and policies, and represent the Association in a mature, fair and professional manner.
2. Hold confidential or privileged information privately.
3. Use funds or property of the Association in an appropriate manner.
4. Avoid the use of information obtained officially to gain a financial advantage.
5. Refrain from passing on, or publishing, information of an offensive, unsubstantiated or derisive type.
6. Avoid the use, possession or trafficking, in an illegal drug of dependence.
7. Refrain from consuming alcohol, or encouraging others to consume alcohol, at any Association fixture at which it is not permitted.

**Players, Coaches, Managers and Club Officials**

1. Follow the Association’s instructions regarding the wearing of appropriate attire and identification whilst taking part in matches conducted under the auspices of the Association or bodies to which the Association is affiliated.
2. Ensure that all persons avoid unaccompanied and unobserved activities with under-age team members or any other under-age person.
3. Act in a sportsmanlike manner at all times, by abiding by FIFA and Association rules, and regarding the principles of fairness and common courtesy.
4. Refrain from ‘sledging’ in any form.
5. Coaches and managers are to actively encourage parents and spectators to refrain from abusing players, officials and referees.

**Protocols on Harassment**

Harassment takes many forms, but can generally be defined as behaviour (comment, conduct or gesture) which is offensive, abusive, belittling or threatening, and which is unwelcome. The Association is committed to providing a sporting environment free of harassment on the basis of physical skills and qualities, personal characteristics or choices in life-style.

There is a difference between vocal and partisan support for a chosen team or individual and the selection of a target person or group for insult or humiliation. It is the responsibility of players, coaches, managers and all participants in training or matches that come under the auspices of the Association, or senior bodies, to abide by the spirit of fair play and to monitor and eliminate instances of harassment associated with the game.

By joining the Association, members agree to endorse a sporting environment free of harassment.

All members and associates of the Association endorse and promote the following:

1. All individuals have the right to participate in an environment which promotes equal opportunities and prohibits discriminatory practices.
2. Harassment is prohibited by certain Commonwealth and State Legislation, including the Human Rights and Equal Opportunity Act and Sex Discrimination Act.
3. Whether the offender is an official, player, coach, manager, volunteer, parent or spectator, harassment is an attempt by one person, or persons, to assert abusive, unwanted, power over another.
4. All incidents of harassment shall be reported in writing to the Board.
5. Any person who experiences harassment continues to have the right to seek further assistance under State or Federal Legislation, even when local action is being taken under this policy.

This code applies to harassment that may occur:

1. During the course of any Association activity or event.
2. Between individuals associated with the Association but outside the Association’s activities or events, when such harassment adversely affects relationships within the Association’s sports environment.

All Association members are directed to avoid displaying:

1. Written or verbal abuse or threats.
2. Display of visual material which is offensive or which can reasonably be deemed offensive.
3. Unwelcome remarks, jokes, comments, innuendo or taunting about a person’s looks, body, attire, age, race, religion or sexual orientation.
4. Leering or other suggestive or obscene gestures.
5. Condescending, paternalistic or patronising behaviour that undermines self esteem, diminishes performance or adversely affects working or playing conditions.
6. Unwanted physical contact, including touching, petting or kissing.
7. Practical jokes which cause awkwardness or embarrassment, endanger a person’s safety or negatively affect performance.
8. Physical or sexual assault.
9. Making unwelcome sexual advances, requests for sexual favours or other verbal or physical contact of a sexual nature when –
10. Submission to or rejection of this conduct is used as the basis for making decisions which affect the individual
11. Such conduct has the purpose or affect of interfering with an individual’s performance
12. Such conduct can be seen as intimidating, hostile or offensive.

Retaliating against an individual –

* for having filed a complaint under this code
* for having participated in any action under this code
* for having been associated with a person who filed a complaint or participated in a case using this code will be treated by the Board of the Association as harassment and will not be tolerated.

**Responsibility**

1. The President, in conjunction with the Board, shall be responsible for:
2. Implementing this policy
3. Making all members, and associated persons, aware of the problem of harassment, in particular sexual and sexual orientation harassment, and the procedures contained in this code and the Association’s rules and by-laws
4. Regularly reviewing the terms of this code to ensure that they adequately meet the Association’s legal obligations and public policy objectives
5. Appointing unbiased judiciaries and appeal bodies, and providing the resources and support they will need to fulfil their responsibilities under this code
6. Providing advice or help to persons who experience harassment.
7. The Protests & Disputes Committee, in conjunction with Association officers, will be responsible for:
8. Investigating formal complaints of harassment in a sensitive, responsible and timely manner
9. Imposing appropriate disciplinary or corrective measures when a complaint of harassment has been substantiated, regardless of the position or authority of the offender, in accordance with the Association’s rules and by-laws
10. Informing all parties of the procedures contained in this code and their rights under the law.