



## **DIANELLA SPARTANS FOOTBALL CLUB**

### **CODE OF CONDUCT**

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## **1. APPLICATION AND SCOPE**

1.1 This Code of Conduct aims to promote and strengthen the reputation of football at DIANELLA SPARTANS FOOTBALL CLUB (the Club) by establishing a standard of performance, behaviour and professionalism for its participants and stakeholders. In addition, it seeks to deter conduct that could impair public confidence in the honest and professional conduct of matches or in the integrity and good character of its participants.

1.2 This Code:

(a) applies to the conduct and behaviour of Players, Parents, Officials, Agents, Members or any other Associate;

(b) applies to all forms of organised football under the jurisdiction of the Club;

(c) continues to apply to a Player, Parent, Official, Agent, Member and Associate even after that person's

association, registration, employment or engagement has ended, if that person has at any time breached this Code.

1.3 This Code of Conduct may be supplemented by additional codes of behaviour or ethics, provided that they are not inconsistent with the terms of this Code.

## **2. BRINGING THE CLUB INTO DISREPUTE**

2.1 A Player, Parent, Official, Agent, Member or Associate must not bring the Club or the game of football into Disrepute.

2.2 Without limiting the generality of clause 2.1, any of the above will be taken as having brought the club or game into Disrepute if any of the following occurs:

(a) discriminatory behaviour, including public disparagement of, discrimination against, or vilification of, a person on account of an Attribute;

(b) 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;

(c) offensive behaviour, including offensive, obscene, provocative or insulting gestures, language or chanting;

(d) provocation or incitement of hatred or violence;

(e) spectator or crowd violence;

(f) intimidation of Match Officials, which may take the form of (but is not restricted to) derogatory or abusive words or gestures toward a Match Official or the use of violence or threats to pressure a Match Official to take or omit to take certain action regardless of where such action is taken;

(g) forgery and falsification, including creation of a false document, forgery of a document or signature, the making of a false claim or providing inaccurate or false information on a prescribed form;

(h) abuse of position to obtain personal Benefit;

(i) commission or charge of a criminal offence; or

(j) any other conduct, behaviour or statement that materially injures the reputation and goodwill of the Club or football generally.

2.3 Players and Officials are entitled to have their privacy respected and this Code is not intended to apply to private activities engaged in by a Player or an Official that are not in the public domain.

2.4 The Club may impose disciplinary sanctions or a penalty on a Player or Parent which, in the absolute opinion of the Club, constitutes a breach of clause 2.2(a-j), at its discretion, commensurate with the seriousness of the breach.

### **3. DISPARAGING MEDIA / PUBLIC STATEMENTS OR MISINFORMATION**

3.1 Any Player, Parent, Official, Agent, Member and Associate must not make any false statements publicly, spread misinformation, or mislead the community with false or damaging claims about DIANELLA SPARTANS FOOTBALL CLUB including any contribution to social media or print media that:

(a) is disparaging or derogatory of a Club Member, Organiser, Match Official, opposition team or any Player/Player's Family Member or Official;

(b) discriminatory behaviour, including public disparagement of, discrimination against, spreading misinformation, slander, defamation or vilification of, a person on account of an Attribute;

(c) is disparaging or critical of the Club, policy decision, without reasonable basis or Justification or evidence-based facts; or

(d) slanderous or defamatory comments made on any matter, or in relation to damaging claims made by a Player, Parent, Official, Agent, Member or Associate will be subject to review or hearing before the Match Review Panel, Disciplinary Committee or the Appeals Committee Football Australia.

3.2 Where a statement made by any Player, Parent, Official, Agent, Member or Associate which, in the absolute opinion of the Club, constitutes a breach of clause 3.1(a-d), the Club will sanction or impose a penalty upon that individual at its discretion, commensurate with the seriousness of the breach.

3.3 Any Player, Parent, Official, Agent, Member and Associate must not make or issue any public or media statement or release that incorporates a reference to FW, FFA or an FFA property, such as the A-League or a national team, without the Club's prior written consent.

## **4. RESPONSIBILITIES OF PLAYERS**

4.1 Players are the public face of football at the Club and so their behaviour will be subject to greater scrutiny. Accordingly, a Player must:

- (a) at all times behave in a manner that promotes and upholds the highest standards of integrity, dignity and professionalism;
- (b) comply with any team protocol and procedures, including inappropriate relationships; and
- (c) not act in a manner contrary to the best interests of the team or the Club.

4.2 The Club may discipline Players in relation to behaviour that relates only to that Player's engagement with the Club, including:

- (a) unexplained absence from a Match or official training session, team meetings or Club functions;
- (b) failure to wear designated clothing/uniform to a match, team promotion or activity;
- (c) conflicting sponsor brand visible during a team promotion or activity; and
- (d) behaviour that brings the Club into Disrepute, including inappropriate behaviour in public.

4.3 The Club may impose disciplinary sanctions or a penalty on a Player which, in the absolute opinion of the Club, constitutes a breach of any clause mentioned in 4.1 (a) to 4.2 (d), at its discretion, commensurate with the seriousness of the breach.

## **5. NOTICE AND DISCIPLINARY SANCTIONS**

5.1 The Club will enforce the terms of this Code and invoke the sanctions only if it has given the party alleged to have infringed this Code:

- (a) reasonable details of the alleged infringement;
- (b) notice of possible sanctions; and
- (c) the opportunity to be heard in relation to the issues of infringement and sanction.

5.2 The scope and implementation of disciplinary sanctions is as specified in Part V of the FFA Statutes.

5.3 The imposition of a sanction is immediate or as otherwise notified by the Club after conducting its enquiries.

5.4 If a Player, Parent, Official, Agent, Member or Associate disputes the sanction or purported action taken under this Code by the Club, that party may appeal the Club's decision provided that it does so in writing within 7 business days of notice of the sanction or purported action.

## **6. DEFINITIONS AND INTERPRETATION**

6.1 Any terms used but not defined in this Code of Conduct have the meaning given to them in the FFA Statutes.

6.2 In this Code:

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.

Benefit means money, gift, advantage, consideration or any other benefit or reward, whether in cash or kind.

Club means DIANELLA SPARTANS FOOTBALL CLUB

Disrepute means any conduct, statement, claim or appearance in public that is damaging to reputation.

Public disparagement means the act of publicly writing or saying negative comments about a club, its business, its products, services, or property. It can also refer to the publication of false and damaging statements made about the club or a member.

FFA Statutes means Football Federation of Australia's statutes as promulgated by FFA from time to time, including its constitution and by-laws and rules and regulations and policies and procedures.

## **7. ENFORCEMENT**

This Code of Conduct will be interpreted, varied and reviewed in accordance with Part IX of the FFA Statutes.

This Code of Conduct comes into effect on 1 January 2017 and any amendments made to the Code of Conduct come into effect immediately upon promulgation of such amendments by DIANELLA SPARTANS FOOTBALL CLUB.