



WANNEROO CITY SOCCER CLUB CODE OF CONDUCT AND GRIEVANCE POLICY

Wanneroo City Soccer Club
PLAYERS PLACE, MADELEY

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This Code of Conduct aims to promote and strengthen the reputation of football in Western Australia 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.

This Code:

- a) applies to the conduct and behaviour of all Wanneroo City Soccer Club players, coaches or managers, spectators, executives and members of the committee;

Definitions of 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.

Club means any club registered with FFA in accordance with the National Registration Regulations from time to time. A reference to Club includes a club admitted by:

- a Competition Administrator to field a team in a Competition;
- a Club Associate Federation to field a representative team in a Competition; or
- FFA to field a team in a National League or a National Championships.

Club Associate means one or more of the following, whether individually or collectively:

- Club Office Bearer;
- Club Official (including, but not limited to, a coach, Team manager, or anybody who is officially associated with the Club);
- Player;
- Member of a Club;
- Supporter of a Club;
- Club.

Competition Rules means the Competition Rules including the accompanying annexes currently in force as ratified by the Football West board of directors and published on the Football West website.

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

Football means "Association Football" as recognised by FIFA from time to time. Football includes the games of football, soccer, indoor or 5-a-side football (futsal) and beach football.

Laws means the Laws of the Game, Football West Constitution, Competition Rules, Statutes and Regulations, By-Laws and Policies as applicable from time to time.

Match means any game of Football conducted by or under the control of Football West.

Match Official includes the following:

- Football West appointed referee
- Football West appointed assistant referee
- Football West appointed referee inspector
- Football West appointed Match Commissioner
- Any other person designated by Football West as a Match Official including a non-accredited referee chosen by a Club to preside over a Match in the absence of a Football West appointed referee

Player means any person who is, from time to time, registered with a Club or is selected as a member of a Representative Team. For the avoidance of doubt, a reference to a Player during a Match includes a substitute and a substituted Player.

Team means any group of Players which represents the Club (whether formally or informally) in a Match or series of Matches, or with which the Club is connected in any way as determined by Football West.

Club Associate must not bring Wanneroo City Soccer Club or the game of football into Disrepute.

Without limiting the generality of the above, a Club Associate will be taken as having brought football 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) any other conduct, behaviour or statement that materially injures the reputation and goodwill of Wanneroo CSC or football generally.

1.0 CODE OF CONDUCT

Wanneroo City Soccer Club (thereafter referred to as Wanneroo CSC) has a strict NO BULLYING POLICY.

1.1. Players:

- 1.1.1 Will respect the laws and rules of football.
- 1.1.2 Will accept the decisions of the coach or manager, match officials and referees without comment.
- 1.1.3 Will always show respect for players, coaches, club officials, game officials, volunteers and spectators of both Wanneroo CSC and that of the opposition.
- 1.1.4 Will conduct themselves with honour and dignity remembering that they are representing Wanneroo CSC.
- 1.1.5 Be respectful when you win a match.
- 1.1.6 Be gracious when you lose a match.
- 1.1.7 Will attend training regularly or contact the coach or manager when they are unavailable or injured.
- 1.1.8 Work for the good of your team, eg: Attitude, Attendance and Conduct.
- 1.1.9 Always respect the rights, dignity and worth of every person regardless of their attributes.
- 1.1.10 Applaud the efforts of teammates to show good teamwork.
- 1.1.11 Unruly language or behaviour will not be tolerated by any means.
- 1.1.12 Will follow the grievance policy.
- 1.1.13 The following points are to be considered in the event of "conduct" breaches by Wanneroo CSC players:
 - A) The executive committee are to discuss the issue with the said player(s).
 - B) Corrective measures are to be put into place to assist in the development of the player(s).
 - C) Review the position and depending on the severity of the complaint consider a temporary or permanent ban in the given playing year by the club (Refer 1.1.14).
 - D) If the player applies the following year then the executive committee may consider declining the right for that player to play/represent Wanneroo CSC.
- 1.1.14 In the event of a complaint to Wanneroo City SC regarding one or more of its players the following bans should be considered if **no penalty** is given by any of the following: Football West or the Referees Associations, or if the club deems fit to:
 - A) Violence of any type... Possible expulsion from the club (at the discretion of the executive).
 - B) Foul language 1st offence Minimum official written warning.
 - C) Foul language 2nd offence Minimum one-week club ban.
 - D) Referee, club official, player or spectator abuse 1st offence ... Minimum official written warning.
 - E) Referee, club official, player or spectator abuse 2nd offence ... Minimum one-week club ban.
 - F) Poor sportsmanship.....Verbal caution.

1.1.15 Refer to section 3.0 for the club's process of forming a 'Disputes and resolution subcommittee'

1.2 Parents/Spectators:

Wanneroo City SC is operated by volunteer staff who are working to provide a safe enjoyable environment in which children of our community can develop sporting skills and experience the social benefits of team play. Parents/spectators play a vital and pivotal role in there or others children's development, and it is important you follow the proceeding guidelines:

- 1.2.1 Always support your child and their team in a positive manner in the game of football.
- 1.2.2 Accept the decisions of match officials, including referees and committee staff and coaches without conflict.
- 1.2.3 Never ridicule or unduly scold a child for making a mistake.
- 1.2.4 Always respect the rights, dignity and worth of every person regardless of their attributes.
- 1.2.5 Fulfil your volunteer obligations willingly in the knowledge that your efforts will directly impact upon your child's experience.
- 1.2.6 Always show your respect for players, coaches, club officials, volunteers and other spectators.
- 1.2.7 Do not complain over trivial matters, the coaches' job is hard enough.
- 1.2.8 Do not coach from the sideline, this is not your job and only confuses and embarrasses the players.
- 1.2.9 Unruly language or behaviour will not be tolerated by any means.
- 1.2.10 Follow the grievance policy.
- 1.2.11 If these guidelines are not abided by, offenders may be subject to:
 - A) Initially a verbal warning by an executive member (which will be documented).
 - B) Further breaches of a similar nature you may be asked to leave the ground and immediate vicinity.
 - C) Police being contacted.
 - D) Your child being excluded from the club.

1.3 Coaches/Managers

- 1.3.1 Always set a good example for your players.
- 1.3.2 Respect match officials and accept all decisions with grace.
- 1.3.3 Never ridicule or unduly scold a player/child for making a mistake.
- 1.3.4 Treat opposing coaches, managers, players and spectators with respect.
- 1.3.5 Remove any player from the field of play whose behaviour is unacceptable.
- 1.3.6 Players promoted from other teams within Wanneroo CSC do not have the right to "automatically" play over normal team players.
- 1.3.7 Unruly language or behaviour will not be tolerated by any means.

- 1.3.8 Follow the grievance policy.
- 1.3.9 The following is to be considered in the event of Conduct breaches by Wanneroo City SC coaches or managers:
- A) The executive committee are to discuss the issue with the said coach/manager.
 - B) Corrective measures are to be put into place to assist in the development of the coach/manager.
 - C) Review the position and depending on the severity of the complaint consider a temporary or permanent ban in the given coaching year by the club (Refer 1.3.12).
 - D) If the coach/manager applies the following year, the executive committee may consider declining the application of the coach or manager.
- 1.3.10 In the event of a complaint to Wanneroo City SC regarding one of its coaches or managers the following bans should be considered if **no penalty** is given by any of the following: Football West or the Referees Associations, or if the club deems fit to:
- G) Violence of any type... Possible expulsion from the club (at the discretion of the executive).
 - H) Foul language 1st offence Minimum official written warning.
 - I) Foul language 2nd offence Minimum one-week club ban.
 - J) Referee, club official, player or spectator abuse 1st offence ... Minimum official written warning.
 - K) Referee, club official, player or spectator abuse 2nd offence ... Minimum one-week club ban.
 - L) Poor sportsmanship.....Verbal caution.
- 1.3.11 Refer to section 3.0 for the club's process of forming a 'Disputes and resolution subcommittee'

1.4 Teams

- 1.4.1 All teams will to the best of their ability represent Wanneroo City SC with honour, respect and integrity and will not bring the club or the game into disrepute.
- 1.4.2 If the above (1.4.1) is breached then the executive committee or sub committee can enforce punishment as seen fit.
- 1.4.3 No team will run any form of indivual player or team fund raising without the permission of the Wanneroo CSC committee.

2.0 GREIVENCE POLICY

2.1 From the player

- 2.1.1 If a player feels there is a situation between a player, coach or manager, they need to address the situation promptly. Talk to their coach or manager and try to resolve the situation. If there is no success, then the player(s) needs to address the situation to a member of the committee in person, and then followed up by an email raising their concerns.
- 2.1.2 No complaints against opposition officials, opposition coaches or managers, opposition platers or referees will be accepted or acted on without written submission with written collaborating statements from witness, all stating that they will attend any formal hearings that maybe required.

2.2 From the parent

2.2.1 **Unless the situation is serious, parents should keep their opinions to themselves.** Player's positions and tactical play are not for the parent to decide, but one for the coach or manager. If they have a real grievance, then they are to address the coach or manager. If this does not resolve the grievance they can put their complaint in writing to the president, who will bring it to the attention of the committee. Depending on the parents' choice this can be escalated to a subcommittee.

2.1.2 No complaints against opposition officials, opposition coaches or managers, opposition players or referees will be accepted or acted on without written submission with written collaborating statements from witness, all stating that they will attend any formal hearings that maybe required.

2.3 From the Coach

2.3.1 If a coach or manager has a particular issue with a player or parent, they should address the player/parent directly.

2.3.2 If the matter is still not resolved a formal interview may be called between the player, parents, coach, manager and the Executive.

- a) A formal letter of reprimand may be the outcome in some instances.
- b) Any players who receives three (3) letters of reprimand may be asked to leave the club. The decision will be at the discretion of the Committee.
- c) Depending on the seriousness of the situation a player could be asked to leave the club after one incident only. The decision will be at the discretion of the Committee.
- d) No complaints against opposition officials, opposition coaches or managers, opposition players or referees will be accepted or acted on without written submissions with written collaborating statements from witnesses, all stating that they will attend any formal hearings that may be required.

2.3.3 Refer to section 3.0 for the club's process of forming a "Disputes and Resolution Subcommittee".

3.0 DISPUTES AND RESOLUTION SUB COMMITTEE

3.1 Outline

3.1.1 The 'Disputes and Resolution Sub Committee', consisting of not less than three persons, as determined by the committee, are to mediate any disputes or matters as seen fit by the Committee. The intent of such a Sub Committee shall be to try to resolve amicably between all parties concerned any disputes of matters of concern not brought to a satisfactory conclusion after the first instances (direct approach).

3.2 Process

- 3.2.1 The dispute must be brought to the Committee first, via email or a letter.
- 3.2.2 A subcommittee, consisting of three (3) person minimum will be named to undertake each dispute on its individual merits.
- 3.2.3 Persons on the Committee who had previous involvement in this matter will not be considered for the subcommittee.
- 3.2.4 Subcommittee has the final decision on all disputes.
- 3.2.5 If necessary, both parties can call a character witness to represent/accompany them when talking to the subcommittee.

President

Name _____

Date _____

Secretary

Name _____

Date _____