



Section 5. Codes of Conduct.

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5.1 APPLICABILITY

- 1) These codes of conduct apply, as appropriate, to all competitions, matches, training and events participated in by member Clubs of the Association, Representative Team, their officials, coaches, players and supporters and all members of the Association. Enforcement of these codes is via procedures of Section 4 *Disciplinary Code*.
- 2) It is vital that all people involved in sporting activities, whether they are athletes, coaches, parents, officials or supporters understand their responsibilities to ensure that all participants enjoy their sport.
- 3) Along with an understanding of the codes, the Association ask Clubs members to support the principles behind the codes, and to actively follow the practices outlined.

5.2 GENERAL PRINCIPLES FOR ALL PERSONS INVOLVED IN SPORT

- 1) Operate within the Rules and spirit of Football, promoting fair play over winning at any cost.
- 2) Encourage and support opportunities for people to learn appropriate behaviours and skills.
- 3) Support opportunities for participation in all aspects of the sport.
- 4) Treat each person as an individual.
- 5) Display control and courtesy to all involved with the sport.
- 6) Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- 7) Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- 8) Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- 9) Adopt appropriate and responsible behaviour in all interactions.
- 10) Adopt responsible behaviour in relation to alcohol and other drugs.
- 11) Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- 12) Ensure your decisions and actions contribute to a safe environment.
- 13) Do not tolerate harmful or abusive behaviours.
- 14) Do not bring the game of Football into Disrepute, by engaging in discriminatory, offensive or criminal behaviour.
- 15) Ensure your decisions and actions contribute to a harassment free environment.
- 16) Do not bring the game into Disrepute by engaging in harassment, including sexual harassment or any unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated.



- 17) Do not bring the game into Disrepute by provoking or inciting hatred or violence, including crowd violence.
- 18) Do not bring the game into Disrepute by engaging in corruption, forgery or falsification, or by abusing a position to obtain a personal benefit.
- 19) Do not bring the game into Disrepute by the throwing or fixing of a match, by accepting bribes, or by any conduct intended to unfairly effect the result of a match.
- 20) Do not bring the game into Disrepute by any other conduct that materially injures the reputation and goodwill of Football.
- 21) **Note:** for the purposes of this code of conduct 'Disrepute' means conduct, statement or appearance in public that is damaging to reputation.

5.3 WORKING WITH CHILDREN CHECK

- 1) All Association Board members and Club Committee members must have a current Working With Children Check.
- 2) All Coaches and Managers who are involved with Juniors must have a current Working With Children Check.
- 3) The Association's Board will conduct an audit at least once every two (2) years to determine the compliance with the above requirement.

5.4 CLUB OFFICIALS

- 1) Clubs, officials, coaches and players are **not** to make derogatory comments to the media or in any public forum whether orally or in writing, including any form of electronic communication, about the performance of match officials or B&DSA. Any complaints **should** be made in writing to the Association.

5.5 PLAYERS' CODE OF BEHAVIOUR

- 1) Play by the rules and within the spirit of the game.
- 2) Never argue with an official. If you disagree, have your captain approach the official during a break or after the competition.
- 3) Control your temper. Verbal abuse of officials or other players, deliberately distracting or provoking an opponent is not acceptable or permitted in any sport.
- 4) Maintain your focus and work equally hard for yourself and or your team.
- 5) Be a good sport and be prepared to acknowledge good play whether they be by your team or the opposition
- 6) Treat all players, as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player.
- 7) Co-operate with your coach, team-mates and opponents. Without them there would be no competition.



- 8) Play for your own enjoyment, and not just to please parents and coaches.
- 9) Remove all jewellery prior to training and match play, as it is a hazard to you and those around you.
- 10) Do not accept or use any banned or unauthorised drug(s), including the consumption of alcohol at any time.

5.6 REFEREES' CODE OF ETHICS AND CONDUCT

5.6.1 INTRODUCTION

- 1) A Code of Ethics and Conduct is to provide members with an indication of the standards expected.
- 2) Referee/s means the Match or Central Referee, Assistant Referee and the Fourth Referee.

5.6.2 ETHICS

- 1) A Referee is a professional with an important role within the realm of soccer. As a member of this organisation, you have decided to pursue a unique course within the soccer fraternity of clubs, players, officials, etc. Players and officials will like you and dislike you by the minute, but regardless, they should respect you as a referee.
- 2) You shall carry out your duties as a referee without fear or favour, and maintain the highest standards of integrity and honesty. Similar standards shall be maintained in associated off-field activities.
- 3) You will continually be observed and judged, even when away from the immediate vicinity of clubs or grounds. Conduct yourself with dignity, and do not act in such a manner as to bring yourself, your colleagues, or the B&DSA or FFV into disrepute.
- 4) You shall assist and support the B&DSA and FFV in the development and promotion of refereeing and referees. Negative comments and continual criticism do nothing to constructively assist or enhance your standing within it.
- 5) Maintain your best at all times, on the field, at training, at meetings, socially. Standards of conduct of anything less are self-defeating and unacceptable.

5.6.3 CONDUCT

- 1) Ensure a smart appearance is maintained both on and off the field.
- 2) Ensure that you are at the expected level of fitness to fulfil your duties at the required standard.
- 3) Ensure that your knowledge of the laws and rules of competition is up-to-date and thoroughly understood, including any recent amendments.



- 4) Be aware that your responsibility is to your senior appointment of the day. It is unacceptable to undertake non-senior appointments earlier on the same day if they are going to affect your performance in your senior appointment.
- 5) Allow sufficient time to properly meet your appointment (i.e. arrive a minimum of 30 minutes prior to the scheduled start of the game).
- 6) Social fraternisation after games on club premises shall be kept within reasonable limits. If in doubt, ask if your conduct could be used to the detriment of your colleagues or yourself in the future.
- 7) Complete all administrative tasks (e.g. paperwork, including Best & Fairest results, phone calls) within the time and to the standard required.
- 8) Ensure adequate notice is given when unavailable for appointments.
- 9) Ensure the earliest possible advice if you have to call-off an appointment.
- 10) Limit your comments to fact, not opinion, when dealing with outsiders (e.g. club officials, players, etc). Opinions will be misinterpreted and misconstrued, and rebound in a way that you did not intend.
- 11) Ensure that you treat your colleagues with the same respect and courtesy that you would expect from them.
- 12) Smoking and the consumption of alcohol while refereeing is NOT permitted.

5.6.4 BREACHES

- 1) Ensure colleagues who have breached a code, are informed of the breach they may be unaware. In serious circumstances, the breach/s should be reported to the Association's I&D Coordinator.
- 2) Members breaching any of the codes, or being the subject of a complaint by a colleague or third party, **shall be called upon to explain their actions**. If proven, the member may be subject to disciplinary action.

5.7 PARENTS' CODE OF BEHAVIOUR

- 1) Remember that children play sport for their enjoyment, not yours.
- 2) Encourage children to participate, do not force them.
- 3) Focus on the child's efforts and performance rather than the result of the activity (that is, winning or losing).
- 4) Encourage children to always participate according to the rules.
- 5) Never ridicule or yell at a child for making a mistake or losing a game.
- 6) Remember that children learn best by example. Applaud good play by both teams.
- 7) Support all efforts to remove racial and religious vilification, verbal and physical abuse from sporting activities.



- 8) Respect officials' decisions and teach children to do likewise.
- 9) Show respect and appreciation to Club officials, including coaches, officials and administrators. Ensure any issues are raised through the correct channels.
- 10) Do not smoke near the team bench (Technical Area) or sideline.
- 11) Alcohol is NOT to be consumed at Junior games.

5.8 COACHES CODE OF BEHAVIOUR

- 1) Remember that players participate for the fun of it and that winning is not everything.
- 2) Never ridicule or yell at a player for making a mistake or being in a losing team.
- 3) Be reasonable in your demands on younger players time, energy and enthusiasm,
- 4) Teach your players to abide by the Rules and Laws of the Game.
- 5) Whenever possible, alternate the group of players to ensure everyone has a reasonable chance of success.
- 6) Avoid overplaying the talented players as all players deserve equal time on the playing field.
- 7) Ensure that equipment and facilities meet a reasonable safety standard and are appropriate to the age and ability of the players.
- 8) Modify your approach to suit the skill levels and needs of players.
- 9) Develop and enhance respect between players, opposition coaches and the decisions of the match official.
- 10) Follow the advice of a physician when determining the extent of a player's injury and beyond that, when players are returning from injury to training and match play.
- 11) Keep up to date with the latest coaching practices (refer to Coach Accreditation Criteria).
- 12) Take time out to teach players (& others) the Laws of the Game, hence raising their awareness.
- 13) Remind all players to play within the spirit of the game at all times.
- 14) Ensure players are good sports and ensure each team member shakes the hand of their opponents at the conclusion of every match.
- 15) Do not smoke or consume alcohol from the team bench (Technical Area) or sideline.
- 16) Remember the actions of yourself and your team is reflective of the perception others take away with them.

5.9 ADMINISTRATORS' CODE OF BEHAVIOUR

- 1) Involve all people in the planning, leadership, evaluation and decision making related to the activity.



- 2) Give all children equal opportunities to participate.
- 3) Ensure that rules, equipment, length of games and training schedules suit the age, ability and maturity level of participants.
- 4) Provide quality supervision and instruction for junior players.
- 5) Remember that children participate for enjoyment. Don't over-emphasize awards.
- 6) Help coaches and match officials highlight appropriate behaviour and skill development, and assist in raising the standards of coaching and officiating.
- 7) Ensure that everyone involved in football emphasizes fair play, not a winning at all costs approach.
- 8) Make every effort to educate persons who breach these guidelines from time to time.
- 9) Be tolerant and calm under pressure and approach problem solving in a supportive manner as members and players will expect you to set an example for others.
- 10) Support the implementation of the National Junior Sport Policy.
- 11) Alcohol is NOT to be consumed at Junior games.

5.10 MATCH OFFICIALS' CODE OF BEHAVIOUR

- 1) Modify rules and regulations to match the skill levels and needs of players.
- 2) Compliment and encourage all participants.
- 3) Be consistent, objective and courteous when making decisions.
- 4) Do not tolerate unsporting behaviour and promote respect for all opponents.
- 5) Emphasize the spirit of the game rather than focus on negative aspects.
- 6) Encourage and promote rules changes at all players and members.
- 7) Be a good sport yourself as actions speak louder than words.
- 8) Keep up to date with the latest trends in refereeing.
- 9) Remember that you set an example on the park. Your behaviour and comments should be positive and supportive.
- 10) Alcohol is NOT to be consumed at Junior games.

5.11 SPECTATOR CODE OF BEHAVIOUR

- 1) It is important that all spectators at B&DSA approved fixture are able to enjoy the match in a safe and comfortable environment. According, each person present at a B&DSA fixture must:
 - A) Respect the decisions of the Match Officials.



- B) Respect the rights, dignity and worth of every person regardless of their race, colour, religion, language, politics, national or ethnic origin.
- C) Not engage in the use of violence in any form, whether it is by other Spectators, Team Officials (including coaches) or Players.
- D) Not engage in discrimination, harassment or abuse in any form whether lawful or otherwise, including but not limited to the use of obscene or offensive language or gestures, the incitement of hatred or violence or partaking in indecent or racist chanting.
- E) If applicable, apply with B&DSA "Conditions of Entry" at all venues, and any ticket conditions.
- F) Not carry, light or throw flares or missiles (including on to the field of play or at other spectators).
- G) Not enter the field of play or its surrounds without lawful authority.
- H) NOT consume alcohol at Junior games.
- I) Conduct themselves in a manner that enhances, rather than injures, the reputation and goodwill of B&DSA, FFV, FFA and football generally.

Any person who does not comply with this Code or who in the opinion of the Club and/or B&DSA causes or attempts to cause or is reasonably likely to cause a disturbance may be asked to leave the venue and may be subject to the disciplinary procedures of the B&DSA.

VERSION MANAGEMENT

| Version | Date | Reason for Change | Author | Approved |
|---------|---------------|---|--------------|-----------------|
| 1.2A | 23 Aug 2006 | Revision for 2007 Season | Peter J Reid | — |
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| 1.2C | 27 Feb 2007 | Draft approved for distribution | Peter J Reid | — |
| 2 | 22 March 2007 | Adopted at General Meeting | Peter J Reid | General Meeting |
| 2A | 7 Feb 2009 | Referee, number of matches – Section 5.6.3 | Peter J Reid | — |
| 3 | 18 March 2009 | For approval | Peter J Reid | General Meeting |
| 3A | 26 March 2011 | Social media comments – Section 5.3 Updated in line with FFV codes of conduct – Sections 5.2, 5.5, 5.6.2, 5.7, 5.8, 5.9, 5.10 and 5.11 | Peter J Reid | — |
| 4 | 7 April 2011 | For approval | Peter J Reid | General Meeting |
| 5 | 15 March 2012 | Addition of Working With Children Check – Section 5.3 Adoption at General Meeting | Peter J Reid | General Meeting |