

8. CODES OF BEHAVIOUR

The following Codes of Behaviour incorporate the Australian Sports Commission template Code of Behaviour, the FFA National Code of Conduct and the FFA National Spectator Code of Behaviour. - These codes are deemed to be incorporated into these Rules of Competition and are outlined below.

8.1. Overview

It is vital that everyone involved in Football, whether they are athletes, coaches, parents, officials or supporters, understand their responsibilities to ensure that all participants enjoy the sport.

It is strongly recommended that all players, parents, officials, coaches and members be given a copy of these codes by their Club, and that each Club ensures the codes are clearly displayed in their Clubrooms.

As well as reading and seeking to understand the instructions contained in the codes, FFV asks all participants to recognise that there are underlying principles which extend beyond those specific instructions.

8.2. General Principles for all persons involved in sport

- Operate within the Rules and spirit of Football, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- 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.
- Adopt appropriate and responsible behaviour in all interactions.
- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Do not tolerate harmful or abusive behaviours.
- Do not bring the game of Football into Disrepute, by engaging in discriminatory, offensive or criminal behaviour.
- Ensure your decisions and actions contribute to a harassment free environment.

- 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.
- Do not bring the game into Disrepute by provoking or inciting hatred or violence, including crowd violence.
- Do not bring the game into Disrepute by engaging in corruption, forgery or falsification, or by abusing a position to obtain a personal benefit.
- 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;
- Do not bring the game into Disrepute by any other conduct that materially injures the reputation and goodwill of Football.

(NB for the purposes of this code of behaviour 'Disrepute' means conduct, statement or appearance in public that is damaging to reputation).

8.3 Players' Code of Behaviour

- Give your best at all times.
- Participate for your own enjoyment and benefit.
- Play by the Rules.
- Do not argue with the Match Official. If you disagree, have your captain or coach approach the Match Official during a break in play or after the Match is concluded.
- Control your temper. Verbal abuse of officials or other players, deliberately distracting or provoking another person is not acceptable or permitted in any sport.
- Be a good sport and be prepared to acknowledge good play whether it is from your team or the opposition.
- Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player.
- Co-operate with your coach, teammates and opponents. Without them, there would be no competition.
- Remove all jewellery prior to training and Match play, as it is a hazard to you and those around you.
- Do not accept or use any banned or unauthorised drug(s), including the consumption of alcohol at any time.

8.4 Coaches' Code of Behaviour

- Place the safety and welfare of the athletes above all else.
- Help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.

- Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications to be misrepresented.
- Be reasonable in your demands on younger players time, energy and enthusiasm
- Teach your players to abide by the rules and Laws of the Game
- Ensure that equipment and facilities meet a reasonable safety standard and is appropriate to the age and ability of the players
- Modify your approach to suit the skill levels and needs of players
- Develop and enhance respect between players, opposition coaches and the decisions of the Match Official
- 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
- Keep up to date with the latest coaching practices (refer to Coach Accreditation Criteria)
- Take time out to teach players (& others) the Laws of the Game, hence raising their awareness
- Remind all players to play within the spirit of the game at all times
- Ensure players are good sports and ensure each team member shakes the hand of their opponents at the conclusion of every Match
- Do not smoke or consume alcohol from the team bench (Technical Area) or sideline
- Remember the actions of yourself and your team is reflective of the perception others take away with them

8.5 Administrators' Code of Behaviour

- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct your responsibilities with due care, competence and diligence.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.
- Help coaches and officials highlight appropriate behaviour and skill development, and assist in raising the standards of coaching and officiating.
- Ensure everyone involved in football emphasises fair play, and not winning at all costs.
- 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.

8.6 Match Officials' Code of Behaviour

- Place the safety and welfare of the athletes above all else.
- Be consistent and impartial when making decisions.
- Address unsporting behaviour and promote respect for all people.

- Modify your approach to suit the skill levels and needs of players.
- Praise and encourage all participants.
- Be consistent, objective and courteous when making decisions.
- Do not tolerate unsporting behaviour and promote respect for all opponents.
- Emphasise the spirit of the game rather than focus on negative aspects.
- Encourage and promote rule changes to all players and members.
- Be a good sport yourself, as actions speak louder than words.
- Keep up to date with the latest trends in refereeing.
- Remember that you set the example on the park, therefore, your behaviour and comments should always be positive and supportive.

8.7 Parents Code of Behaviour

- Encourage children to participate and have fun.
- Focus on the child's effort and performance rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.

8.8 Spectators' Code of Behaviour

It is important that all spectators at a Football Federation Victoria (FFV) approved fixture are able to enjoy the Match in a safe and comfortable environment. Accordingly, each person present at a FFV fixture must:

- Respect the decisions of the Match Officials, and teach children to do the same;
- Never ridicule or unduly scold a child for making a mistake;
- Respect the rights, dignity and worth of every person regardless of their race, colour, religion, language, political views, national or ethnic origin;
- Not engage in the use of violence in any form, whether it is by other Spectators, Team Officials (including coaches) or Players;
- 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;
- Comply with FFV's '**Conditions of Entry**', at all venues, and any ticketing conditions (Premier League and State League 1 only);
- Not carry, light or throw flares or missiles (including on to the field of play or at other spectators);
- Not enter the field of play or its surrounds without lawful authority; and
- Conduct them self in a manner that enhances, rather than injures, the reputation and goodwill of FFV, Football Federation Australia (FFA), and football generally.

Any person who does not comply with this Code or who in the opinion of FFV causes or attempts to cause or is reasonably likely to cause a disturbance **may be evicted from the venue and banned from attending future matches** held on behalf of FFV, for a period of up to 2 years from when the eviction occurred. Any offender who then breaches the ban order against them may be charged with trespass and subject to further penalties and sanctions, including the possibility of further legal action.

It is the host Club's responsibility to ensure this Spectator Code of Behaviour is implemented and enforced against all spectators.

8.9 Victorian Code of Conduct for Community Sport

Every person in Victoria has the right to participate in community sport which is safe, welcoming and inclusive. Equally everyone plays a part in ensuring their actions and behaviours are supportive of these values.

The Victorian Government's Respect Agenda is about ensuring that respect for ourselves, others and the community, is at the centre of what it means to be Victorian. As part of this Agenda, the Government is committed to enabling every person, in any capacity, to have the opportunity to participate in community sport without fear of abuse, intimidation and harassment.

State Sporting Associations and clubs also have a responsibility to ensure participation in any community sport event is free of any anti-social behaviour both on and off the field which prevents others from taking part and getting active.

The Victorian Code of Conduct for Community Sport outlines behaviours which are expected to be followed by every person involved in community sport, as well as identifying the behaviours which must not be tolerated.

The Code supports A Right to Respect: Victoria's Plan to Prevent Violence Against Women by taking a zero tolerance stance towards violence against women. The Code also aims to encourage cultural and behavioural change to prevent it happening in the first place.

Acts of violence, discrimination and vilification are illegal acts within Victoria. It is a club's responsibility to not only report these to the appropriate legal authorities but to ensure these acts are not tolerated by the sport or club.

State Sporting Associations and clubs will have the responsibility of adhering to and enforcing the code through sport specific penalties. State Sporting Associations and clubs who don't adhere to and enforce the Code will not be eligible for funding from Sport and Recreation Victoria, and any existing funding will cease.

The Code provides the opportunity to make a positive impact on community participation in sport and recreation by encouraging appropriate behaviour at all times. Implementation of the Code will ensure that community sport remains safe and inclusive for all.

Code of Conduct

Every person: spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport, should work to ensure:

- inclusion of every person regardless of their age, gender or sexual orientation
- inclusion of every person regardless of their race, culture or religion
- opportunities for people of all abilities to participate in the sport and develop to their full potential
- respect is shown towards others, the club and the broader community
- a safe and inclusive environment for all
- elimination of violent and abusive behaviour
- protection from sexual harassment or intimidation.

This Code applies to community sport, training and club sanctioned activities.

Breaches of the Code

Penalties will be issued once the breach has been confirmed through an appropriate assessment process by the relevant State Sporting Association or club. The following behaviours are considered breaches of the Code:

- Violent or abusive behaviour towards another person.
- Vilification of any kind towards another person.
- Discrimination against another person based on their age, gender or sexual orientation.
- Discrimination against another person based on their race, culture, religion or any other irrelevant personal characteristic.
- Sexual harassment or intimidation of another person.
- Victimisation of another person for exercising their rights through the Code of Conduct.
- Failure to maintain a safe environment.

State Sporting Association responsibility

The responsibility of a State Sporting Association through the Code of Conduct is to:

- promote the Code of Conduct to all persons involved in the sport or club
- ensure reporting and assessment processes are in place to identify and penalise breaches of the Code
- report on the implementation of the Code to the State Government on an annual basis
- ensure that every person involved in the sport is able to exercise their rights without fear of victimisation.

Implementation of the Code

In 2011 all State Sporting Associations (SSAs) will be required to sign onto the Code and pledge their support by confirming the following actions:

- Ensure all components of the Code are included in an existing SSA code or through the creation of a new code for the SSA.
- Develop appropriate reporting and assessment processes for issuing penalties for breaches of the Code.
- Identify what penalties they will put in place for any breaches of the Code.
- Inform all affiliated clubs of their obligations under the Code, their expectations for reporting, assessing and acting upon breaches.

Any SSA or club applying for funding through Sport and Recreation Victoria (SRV) from 2011/11 will need to demonstrate their adherence and enforcement of the Code in order to be eligible for funding.

SSAs and clubs who don't adhere to and enforce the Code will not be eligible for funding through any SRV grants programs.

Councils applying for funding from SRV must ensure that sporting associations and clubs who are tenants at the site of the project are enforcing the code.

Sports Associations and clubs not aligned to an SSA will still be required to adhere to and enforce the Code in order to be eligible for funding from Sport and Recreation Victoria, if not any existing funding will cease.

Definitions

Person: spectator, player, official, club member, participant, administrator, coach, parent or member of the community involved with the sport.

State Sporting Association: the peak body for a particular sport in the state and affiliated with its National Sporting Organisation. The SSA is responsible for the development of the sport and the management and communication of the sport's rules and regulations to its affiliated clubs and members.
