



**RULES AND  
CODE OF BEHAVIOUR**

**PLAYERS AND SUPPORT STAFF**

**CLARENCE DISTRICT FOOTBALL CLUB**

# CLARENCE DISTRICT FOOTBALL CLUB INC

## RULES AND CODE OF BEHAVIOUR - PLAYERS AND SUPPORT STAFF

### 1 **AIMS**

- (a) To provide for the young men and women of the Clarence Football Club the opportunity to play and compete successfully in Australian Football at the highest level.
- (b) To promote foster encourage advance and develop the game of Australian Football.
- (c) To assist in the educational advancement of the community by means of the development of a sense of fair play and a love of sport, in particular, Australian Football.
- (d) To encourage players and support staff to assist in the development of the game of Australian Football throughout Australia, but in particular, within the Clarence Football Club, and the Clarence Development Zone.
- (e) To always promote unity and good fellowship among the members of the Club and other Clubs.

### 2 **COVERAGE**

All players and support staff of the Club will be bound by and adhere to the Rules and Code of Behaviour of the Club as set out hereunder.

### 3. **RULES**

#### **TRAINING AND TEAM OBLIGATIONS**

- (a) As and when required all players trainers and match officials will attend such training sessions as shall be determined by the Club's senior coach;
- (b) Attendance at all training sessions shall be compulsory unless otherwise authorized;
- (c) If for any reason it is not possible for a player, trainer or other official to be in attendance at any training session, or will arrive late, s/he must notify the senior coach, assistant coach reserve coach, underage coach or football director as soon as that person knows or should have known, that s/he would not be attending or would be late for training;
- (d) All training times and venues will be notified to players, trainers and officials as soon as they become known and shall be posted on the notice board in the training room to enable attendance at such venues;
- (e) It is the responsibility of the player to be aware of any changes to the training session times and venues;
- (f) On training nights players must be prepared suitably attired in football clothing and on the field by 6:00pm unless otherwise altered by the senior coach;
- (g) All players shall obey all reasonable directions of the coach and coaching staff or such other properly delegated officers of the Club;
- (h) All players must attend and participate in all team meetings, carry out all additional training as directed and play in all matches including but without limitation to all

League games, practice games, interstate or intrastate games and exhibition games in whichever team of the Club he may be selected to play unless prevented by injury or illness, certified (if necessary) by a qualified medical practitioner, suspension or any other cause accepted as reasonable by the Club;

- (i) If prevented from playing football by injury or suspension or otherwise a player shall nonetheless still attend games and training sessions as reasonably directed by the Club and make them self available for such other duties as the Club may require from time to time;
- (j) All players and support staff shall comply with all reasonable requirements of the Club relating to preparation for matches; attendance at social functions, a number of which shall be designated as compulsory; and these shall be notified to the players each year, and behaviour and dress;
- (k) No player shall train or play or threaten or attempt to train or play football with any other Club or team (save for a League representative team) without first obtaining the written consent of the Club;
- (l) All players shall do everything reasonably necessary to obtain and maintain the best possible physical and mental condition so as to render the most efficient service to the Club and to submit from time to time when required by the Club to a complete and thorough medical fitness test and examination.

#### **4 OBLIGATIONS CONCERNING INJURIES**

- (a) Players must report all injuries or illnesses to the head trainer or other designated official immediately the injury or illness becomes apparent;
- (b) The head trainer in conjunction with the Club's medical officers and the Club fitness coordinator will arrange for the necessary treatments or rehabilitation programs;
- (c) Failure to report any injury or illness may result in the Club not accepting responsibility for such injury or illness;
- (d) Following injury all players will receive instruction with regard to immediate treatment of that injury. The player will be required to follow those instructions. Any failure to do so may jeopardize the player's recovery and may result in him being wholly or partially responsible for the payment of any medical costs associated with any injury;
- (e) No player shall seek any medical treatment of any nature whatsoever including physiotherapy without the consent in writing of the Club doctor or head trainer first being obtained. Any failure to comply with this requirement shall result in the player being fully responsible for any costs associated with treatment that has not been consented to;
- (f) All players must supply their own mouth guard and these must be worn at all times during games and training sessions. Any failure to comply with this requirement shall result in the player being fully responsible for any costs associated for any treatment as a result of injury sustained.

#### **5 OBLIGATIONS CONCERNING MEDICAL BENEFITS**

- (a) In addition to basic Medicare players will be required to join and maintain a membership of a Medical and Hospital Benefit Fund on the highest table of the fund including all ancillary benefits including hospital dental optical and physiotherapy benefits;

- (b) Players will be required to provide the Club with details of their membership of a Medical and Hospital Fund such membership to be continued for the whole of the season;
- (c) Failure to take out or continue membership in a Medical and Hospital Benefits Fund will result in the player being fully responsible for any costs incurred as a result of any injury and may result in him being suspended from training and playing until such time as full membership has been taken out or renewed;
- (d) It is a responsibility of the player to lodge all his own medical benefits claims and forward the appropriate cheque to the relevant person or authority.
- (e) The Club may meet a proportion of the cost of treatment between the highest benefit payable and the actual cost of treatment. Each claim will be considered on its merits and any reimbursement determined by the committee of management.

## **6 TEAM PLAYER INSURANCE**

- (a) All players and support staff registered with the Club will be insured with the AFL Tasmania Insurance Plan as applicable at the particular time;
- (b) Players may be required to contribute to the cost of the Insurance Plan, at a rate which will be determined each year by the Committee of Management, and contributions will be deducted from gross match payments;
- (c) If any injury is sustained whilst playing, training, or travelling to and from training and matches whilst representing the Club, which is likely to result in the loss of time from a player's employment, the circumstances must be communicated to the Football Director within two (2) days of sustaining injury;
- (d) Failure to report injuries within that time may invalidate any claim and may preclude the player from claiming any expenses from the Club.

## **7 CODE OF BEHAVIOUR**

- (a) Players and support staff shall at all times conduct themselves in such a manner so as to maintain the high reputation of the Football Club and or the player's own reputation as an elite Australian sportsman;
- (b) Players and support staff must not engage in a public act of misconduct or unruly behaviour while representing the Clarence Football Club either on or off the field;
- (c) Language generally regarded as insulting humiliating unpleasant offensive or unacceptable in public is not expected to be used by players and support staff representing the Club - this direction is related to demonstrating concern and respect for members of the public, personnel of the Club in change rooms and people on or near the playing arena and in public generally who could be offended by such language;
- (d) Players are expected to demonstrate concern respect and appreciation for medical staff, training staff, room staff and league officials at all times;
- (e) Players and support staff must not consume alcoholic beverages in an undisciplined or unacceptable manner in public places (bars, restaurants or clubs etc);

- (f) Players should not consume alcoholic beverages in public after Monday nights during the playing season;
- (g) When drinking alcoholic beverages at any time players and support staff are reminded to do so in accordance with the responsible drinking of alcohol provisions. Undisciplined drinking habits may result in the loss of a driving license making an attendance at work, training and matches difficult;
- (h) Players and support are not permitted to smoke cigarettes in the change rooms. (Smoking is a health hazard and the club has a clear policy of promoting a smoke free environment throughout the club and strongly discourages players from smoking at any time)
- (i) Players and support staff are reminded that the use of harmful and illegal drugs is not permitted and that disciplinary action will be taken if infringements are detected;
- (i) Players and support staff are not to use abusive or offensive language to coaches, committee members, officials, members or supporters or in any way threaten or denigrate them whether in public or private.

## **8. RULES AND CODE OF BEHAVIOUR REVIEW SUB-COMMITTEE**

- (a) A sub-committee of the Board of Management known as the Rules and Code of Behaviour Review Sub- Committee has been established by the Board of Management of the Club.
- (b) The membership of the sub-committee shall comprise the President as Chair, the Chief Executive Officer (CEO) and an independent member nominated by the person or person the subject of the alleged breach. On football matters the sub-committee will also include the Senior Coach and the Football Director or Under-age Director as required.
- (c) The functions of the Code of Behaviour and Rules Review Sub- Committee are as follows:-
  1. to recommend to the Board of Management changes or amendments to the code of conduct and rules for players, and support staff;
  2. to review major breaches the rules and code of conduct and recommend to the Board penalties where it is determined that a breach has occurred;
  3. to investigate disputes between respective parties and recommend to the Board solutions or penalties;
  4. to undertake such other duties as required from time to time by the Board of Management of the Club whether such duties are related to the above or not.
- (d) Where a player or support staff member has a complaint which in their opinion should be referred to the review sub-committee s/he must in the first instance report the matter to the CEO who will advise the Football Director and they will arrange for a meeting of the parties involved [and any other person deemed necessary] to discuss the complaint and if the matter cannot be resolved will refer the matter to the sub-committee;
- (e) Where a complaint is made against a player, a committee member, life member, member or employee then the complaint in the first instance will be discussed by the CEO and the Football Director [or other committee of management nominee should the complaint refer to either the CEO or Football Director] with the person

against whom the complaint has been made and if considered serious enough the matter will be referred to the sub-committee;

- (f) In the event of a complaint being made against a member of the Code of Behaviour and Rules Review Sub- Committee, then the person against whom the complaint has been made shall step down and will be replaced by a nominee of the Committee of Management;
- (g) Except as hereinafter contained at Clause 8(h) a decision of the Committee of Management on a matter referred by the Code of Behaviour and Rules Review Sub-Committee shall be final and binding;
- (h) Should a player or support staff member be of the opinion that natural justice has been denied during the process of review either the Code of Behaviour and Rules Review Sub- Committee, or the Committee of Management, then s/he may request that the matter in dispute shall be referred to a Disciplinary Appeal Board (DAB) to be established by the Club specifically for this purpose;
- (i) An appeal to a Disciplinary Appeal Board will be referred within 14 days of the date of receipt of the request;
- (j) Membership of the DAB shall consist of a legal practitioner to be appointed by the Club, a nominee of the Committee of Management (not a member of the Code of Behaviour and Rules Review Sub- Committee) and a nominee of the aggrieved party to the complaint. The matter will be heard within 14 days of the DAB receiving the written complaint and the DAB decision shall be final and binding.

## 9. **COACHING AND PLAYER LEADERSHIP GROUP**

- (a) The Coaching and Player Leadership Group as constituted from time to time is delegated authority from the Board of Management to investigate and recommend disciplinary action for player Low Level breaches of the Code.
- (b) Guidelines providing guidance on what comprises player Low Level breaches to the Code are contained in Appendix 1 to the Code hereunder.
- (c) Any decision of the Coaching or Leadership Group to impose disciplinary action must be supported by the Football Director and or the Chief Executive officer and the President has been informed and concurs.
- (d) All Major Level Disciplinary breaches of the Code will be referred to Rules and Code of Behaviour Review Sub-Committee and can not be dealt with by the Coaching and Player Leadership Group

## 10. **RULES AND CODE OF BEHAVIOUR SUB-COMMITTEE UNABLE TO CONVENE**

Where the Code of Behaviour and Rules Review Sub- Committee is unable to convene within seven days of a complaint being received, or if the President determines the matter to be of such a serious nature, and the sub-committee is unable to convene immediately, the complaint will be referred to the General Committee for investigation and determination.

11. PENALTIES

The committee of Management may determine and enforce penalties for players and support staff including the power to expel, suspend or impose financial fines.

A Disciplinary Appeal Board has the authority to support or overturn a decision of the Committee of management and to impose penalties including the power to expel, suspend or impose financial fines.

12. AMENDMENTS TO CODE OF BEHAVIOUR AND RULESs

The rules and regulations herein contained may be amended from time to time by the Committee of Management of the Club provided that no amendment shall be able to be acted upon until such time as it has been promulgated and publicly displayed in the change-rooms and the club office.

## **APPENDIX TO PLAYER AND SUPPORT STAFF CODE OF BEHAVIOUR CLAUSE 11 – PENALTY OPTIONS GUIDELINES**

These guidelines are intended as an aid to the Coaching and Leadership Group or the Rules and Code of Behavior Review Sub-committee, when determining a penalty under the provisions of Clause 10 of the Code.

**When considering the imposition of a penalty the determining group must comply with the provisions of fairness and natural justice and the individual(s) involved must be afforded every opportunity to be heard and present their outline of the facts involved.**

Most penalties will be imposed in situations where players and support staff fail to comply with Club or TSL polices or directives from authorised persons or where the law is broken.

The following are some examples of matters that may constitute cause for a penalty to be imposed. This is not intended as an exhaustive list as other matters will arise from time to time:-

- not wearing club walk out uniform;
- not attending for rostered Bingo support work;
- not contacting senior coach or other coaching staff to gain approval to be absent from:-
  - scheduled training event
  - scheduled practice match
  - scheduled rehabilitation session; or
  - other compulsory football activity
- consumption of alcohol prior to training or a roster or finals match
- not complying with a reasonable direction from the senior coach or other coaching staff
- not complying with TSL or Club Rules of behavioral standards for bus travel
- any unreasonable act of physical aggression toward a fellow club player, staff member, trainer, volunteer sponsor or member or individual from outside the club during any club activity or during any social or day to day activity
- engaging in racial vilification, harassment or any other form of discrimination or bullying
- any act of stealing
- use of non prescribed and or illicit drugs or any banned performance enhancing substances or drugs
- betting on any State league matches



## **Penalty Type and Punishment Options**

### **1. FIRST TIME LOW LEVEL OFFENCE - VERBAL REPRIMAND**

Examples of some matters that may fall in to this category:-

- not wearing club walk out uniform;
- not attending for rostered Bingo support work;
- not contacting senior coach or other coaching staff to gain approval to be absent from:-
  - scheduled training event
  - scheduled practice match
  - scheduled rehabilitation session; or
  - other compulsory football activity;
- consumption of alcohol prior to training or a roster or finals match
- not complying with a reasonable direction from the senior coach or other coaching staff;
- not complying with TSL and Club Rules of behavioral standards for bus travel;

### **2. SECOND TIME LOW LEVEL OFFENCE**

**a. monetary fine up to equivalent of one or more match payments in total or for a non regular senior player or support staff the value contained in their contract or employment agreement; or**

**b. suspension for one or more roster or finals game**

Examples of some matters that may fall in to this category - as for 1 above plus:-

- any unreasonable act of physical aggression toward a fellow club player, staff member, trainer, volunteer sponsor or member or individual from outside the club during any club activity or during any social or normal day to day activity;
- engaging in racial vilification, harassment or any other form of discrimination or bullying
- any act of stealing;
- use of non prescribed and or illicit drugs or any banned performance enhancing substances or drugs
- betting on any State league matches

**Decisions on Low Level Offences (refer above) may be decided at the Coaching and Leadership Group level, providing that the Football Director and or the Chief Executive Officer are in agreement and the President has been informed and concurs.**

### **3. MAJOR LEVEL OFFENCE**

A major offence may encompass any one of the above examples or any other matter that has the potential to bring the reputation of the Club or its brand in to disrepute and thereby cause it public embarrassment and/or impact on its good name and reputation.

Major level Offences may only be dealt with by the President and the Board of Management and a decision on what constitutes a major level offence will be determined by the President on advice from the Football Director and or the Chief Executive Officer.

**WHERE ANY PENALTY IS IMPOSED (INCLUDING A VERBAL REPRIMAND) THE REASONS FOR THE DECISION MUST BE DOCUMENTED AND A COPY MUST PROVIDED TO THE CHIEF EXECUTIVE OFFICER FOR RECORDING IN THE CLUB REORDS**