



**CODE OF BEHAVIOUR
AND RULES**

**COMMITTEE MEMBERS - MEMBERS
OFFICIALS AND EMPLOYEES**

CLARENCE DISTRICT FOOTBALL CLUB

CLARENCE DISTRICT FOOTBALL CLUB INC

CODE OF BEHAVIOUR AND RULES COMMITTEE . MEMBERS . OFFICIALS AND EMPLOYEES

1 AIMS OF CODE OF BEHAVIOUR AND RULES

- (a) To provide for the young men 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, officials, members and employees of the Club to assist in the development of the game of Australian Football throughout the Commonwealth of Australia, but in particular, within the Clarence Football Club and the Clarence municipality.
- (e) To always promote unity and good fellowship among the members of the Club and other Clubs.

2 CODE OF BEHAVIOUR AND RULES

All officials, committee members, life members and members of the Club shall, where applicable to them, will be bound by and adhere to the Code of Behaviour and Rules of the Club as set out hereunder.

3 CODE OF BEHAVIOUR BOARD MEMBERS OFFICIALS AND MEMBERS OF THE CLUB

- (a) Committee members, life members, officials, members and employees must at all times conduct themselves in such a manner so as to maintain the high reputation of the Clarence Football Club;
- (b) Committee members, life members, officials, members and employees must not engage in a public act of misconduct or unruly behaviour while representing the Clarence Football Club;
- (c) Language generally regarded as insulting, humiliating, unpleasant, offensive or unacceptable in public is not expected to be used by committee members, life members, officials, members and employees will representing the Clarence Football Club. This direction is related to demonstrating concern and respect for members of the public, players, 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) Committee members, life members, officials, members and employees of the Clarence Football Club should not be seen to consume alcoholic beverages in an undisciplined manner in public places (bars restaurants or clubs etc) while representing the Club;
- (e) Committee members, life members, officials, members and employees are not to use abusive or offensive language to players or coaches or in any way threaten or denigrate them whether in public or private.

4. CODE OF BEHAVIOUR AND RULES REVIEW SUB-COMMITTEE

4.1.1 A sub-committee of the Committee of Management known as the Code of Behaviour and Rules Review Sub- Committee has been established by the Committee of Management of the Club. The membership of the sub-committee shall comprise the President as Chair, the Chief Executive Officer and an independent member nominated by the person or person the subject of the alleged breach and the senior coach, the football director and the under-age director on football matters..

The functions of the Code of Behaviour and Rules Review Sub- Committee are as follows:-

- (a) to recommend to the committee of management changes or amendments to the code of conduct and rules for committee members, life members, officials, members and employees; [hereafter referred to as respective parties]
- (b) to review breaches the code of conduct and rules;
- (c) to investigate disputes between respective parties and determine solutions or impose penalties ;
- (d) to undertake such other duties as shall be determined from time to time by the Committee of Management of the Club whether such duties are related to the above or not.

4.2 Where a respective party 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 club Chief Executive Officer (CEO) who 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.

4.3 Where a complaint is made against a player, a committee member, life member, official, member, or employee, then the complaint in the first instance will be discussed by the CEO and the President [or other committee of management nominee should the complaint refer to the CEO or the President] with the person against whom the complaint has been made and if considered serious enough the matter will be referred to the sub-committee.

4.4 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.

4.5 Should a committee member, life member, official, member or employee be of the opinion that natural justice has been denied then s/he may request that the matter in dispute be referred to the full committee of management. Failing resolution with the committee of management, then the player may then request that the matter be referred to a Disciplinary Appeal Board (DAB) to be established by the Club specifically for this purpose.

4.6 An appeal to a Disciplinary Appeal Board will be referred by the committee within 14 days of the date of receipt of the request.

4.7 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.

5. CODE OF BEHAVIOUR AND RULES SUB-COMMITTEE UNABLE TO CONVENE

The Committee of Management, where the Code of Behaviour and Rules Review Sub-Committee is unable to convene, may determine and enforce penalties for a committee member, life member, official, member.

6. PENALTIES

The committee of Management may determine and enforce penalties for a committee member, life member, official, member, or employee 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

7. AMENDMENTS TO CODE OF BEHAVIOUR AND RULES

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 CODE OF BEHAVIOUR
COMMITTEE MEMBERS – MEMBERS – OFFICIALS AND STAFF
CLAUSE 6 – PENALTY OPTIONS GUIDELINES**

These guidelines are intended as an aid to the Rules and Code of Behavior Review Subcommittee, 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 committee members . members-officials and staff fail to comply with Club or TSL polices or directives from authorized persons or where the law is broken.

Penalty Type and Punishment Options

1. FIRST TIME LOW LEVEL OFFENCE -

- a. verbal reprimand or
- b. written reprimand

2. SECOND TIME LOW LEVEL OFFENCE

- a. monetary fine; or
- b. suspension for a period of time

Decisions on Low Level Offences (refer above) may be decided by the Board of Management Executive, providing that the President has been informed and concurs.

3. MAJOR LEVEL OFFENCE

A major offence is one 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 my 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 Vice Presidents 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 part WHO IS THE SUBJECT OF THE DECISION AND THE CHIEF EXECUTIVE OFFICER FOR RETENTION IN THE CLUB REORDS