



# **ROKEWOOD CORINDHAP FOOTBALL NETBALL CLUB**

## **CODE OF CONDUCTS & POLICY STATEMENT**

**2026**



## POLICY STATEMENT

It is expected that all members of the Rokewood Corindhap Football Netball Club will endeavor to

- Uphold the dignity and respect of the individual.
- Promote the principle of equal opportunity.
- Refrain from any behaviour that attacks a person's dignity and rights, morale, and work effectiveness.
- Inclusion of every person regardless of their age, gender or sexual orientation
- Opportunities for people of all abilities to participate in 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 behavior
- Protection from sexual harassment or intimidation

Our Code of Conducts applies to community sports, training and club sanctioned activities.

Any Violation of the Code of Conducts will not be tolerated and will result in a warning or sanctions depending on the severity being imposed by the club.

If you have any questions or complaints regarding the code of behaviour or other matters or concerns, please speak with:

- Adam Walton- Club President
- Annie Smith- Club Secretary/Child Safety Officer

To all Parents, Players, please read our Codes of conduct and discuss with your child/children the consequences of breaching our Policies and Code of Conducts.

## Bullying Code of Conduct

- Bullying strikes at the basis of these values and prevents players reaching excellence in every dimension of life.
- Bullying affects everyone, not just those directly involved in incidents of bullying. It also affects those who may witness violence, intimidation and the distress of the person being bullied.
- Bullying goes against the very grain of what has made Rokewood Corindhap Football Netball Club a friendly, family environment and the success it has achieved. Intimidation and violence have no place in our community and will not be accepted by the Rokewood Corindhap Football Netball Club under any circumstances.

## BULLYING. WHAT IS IT?

The most frequently cited definition of bullying is the “repeated oppression, psychological or physical, of a less powerful person by a more powerful person or group of persons” (Rigby 1996). There are three critical points in this definition:

1 **Power:** Children who bully may acquire power through various means: physical size and strength; status within a peer group; and recruitment within the peer group to exclude others

2 **Frequency:** Bullying is not a random act; it is characterized by its repetitive nature. Because it is repetitive, the children who are bullied not only have to survive the humiliation of the attack itself but live in fear of its recurrence

3 **Intent to Harm:** Bullies usually deny any intent to harm others and may not always be conscious of the harm they cause. Causing physical and emotional harm, however, is usually deliberate act. It puts the child who is bullied in a position of oppression by the child who bullies.

Bullying is “recipient defined”, i.e. “it was only a joke” or “he/she doesn’t mind” is an unacceptable excuse. In many cases of bullying, there are elements of harassment and discrimination on the grounds of “difference”. The intention of the bully is irrelevant; the important factor is the harm done to the other person.

### Bullying can be...

- **Physical:** Kicking, Punching, pushing, shoving, spitting, fighting, damaging, or destroying other people’s property, jostling, pinching, touching, or any unwelcome physical intimidation, such as gestures or staring.
- **Verbal:** Offensive or abusive comments, sarcasm, crude jokes and comments, ridiculing appearance, actions, or beliefs, obscene or threatening phone calls and emails, teasing or putting other people down, sledging, verbal intimidation, whistling.
- **Social: Exclusion,** spreading rumors, gossip, racial or sexual comments, graffiti and notes about others, emails, SMS, and chat rooms.
- **Emotional:** Victimization instilling fear in others, extortion (forcing other players to hand over money, food, or other possessions), forcing other players to do their work. Some players who are victims of bullying may even leave the sport they love to play.

## RIGHTS AND RESPONSIBILITIES

Within the Rokewood Corindhap Football Netball Club all people have certain rights. However, along with those rights we also must take responsibility for our own actions

### All people have the right:

- To feel safe, cared for and respected whilst at the club
- To be free from threat and intimidation
- To an enjoyable day at sport
- To have a pleasant healthy and safe environment

### All People have the responsibility:

- To consider the impact of their actions on others
- To respect the property and rights of others
- Not to accept bullying but to report it
- To follow the Club's Policies and Rules

### All Club Officials have the responsibility of:

- Providing a safe, secure learning environment for our players/members
- Strive to provide an environment free from bullying, harassment, intimidation, and abuse
- To engender a culture where to "ignore" bullying is to condone it
- To always be role models in words and action
- To follow Club Policy and Code of Conducts

## CLUB RESPONSE TO BULLYING

Rokewood Corindhap Football Netball Club does not condone bullying or harassment, and the following process has been established to help us deal with such unacceptable behaviour should it occur.

Based on the severity of the bullying incident, a person may commence at any stage of the below process.

The interview process will involve the President, Secretary/Child Safety Officer, and Coach at any of the below stages, and the Netball Director or Football Director may be involved as well. Parents will be kept informed of all stages of the process.

### Stage 1:

Where concerns are raised regarding a person being bullied, or responsible for bullying, Coach will manage the response and seek information to clarify what has happened and report the incident to the Committee.

All people involved will be interviewed and if the reported bullying incident is substantiated, the person responsible for the bullying will be issued with a written Official Caution from the committee.

Following this process, Coaches and committee will formulate an appropriate response to allow players to move forward.

The President will inform the parents of children involved in the investigation process.

Any repeat violations will be as per our Club Sanctions

## PLAYER CODE OF CONDUCT

1. Abide by the rules of the game and rules set by your Coach, Club and League
2. Never argue with an official or umpire. If you disagree
3. Control your temper, verbal or physical abuse of officials, umpires, spectators or other players, deliberately distracting or provoking an opponent is not acceptable or permitted.
4. Work equally hard for yourself and your team. Your team's performance will benefit and so will you.
5. Be a good sport. Applaud all good play whether they are by your team, opponent or the other team. Be proud to walk off the ground/court after each game knowing that you have given your best effort and never involve yourself in an argument with opposing players, umpires or officials.
6. Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player or team member. Your involvement in playing is for fun and enjoyment and that winning is only part of it.
7. Co-operate with your coach and teammates respect the ability of your opponent. Without them, there would be no game. Bullying of teammates or opposition players is not acceptable.
8. Always show respect for umpires and respect decisions made even if you do not agree with the outcome.
9. Play for the fun and not just to please parents or coaches.
10. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
11. Agree to abide by your league's policies as listed on the website and in the information booklet or operations manual.
12. Do not take part in any form of bullying, including via the use of social media. Please see our Code of conduct on bullying.
13. Be prepared to be responsible for your actions.

Any breach of this code of conduct may require disciplinary action as explained in our Club Sanctions document.

## PARENT/GUARDIAN CODE OF CONDUCT

As a parent/guardian under the auspices of RCFNC you must meet the following requirements regarding your conduct during any such activity or event.

1. Encourage children to participate if they are interested. However, if a child is not willing do not force them.
2. Focus on the child's efforts and performance rather than the overall outcome of the event. This assists the child in setting realistic goals related to their ability by reducing the emphasis on winning.
3. Teach your child that honest effort is as important as victory so that the result of each game is accepted without undue disappointment.
4. Encourage your child to always play by the rules.
5. Never ridicule or yell at your child for making a mistake or losing a competition.
6. Remember your child should be involved in Football/Netball for their enjoyment not yours.
7. Remember your child learns by example, applaud good play by both your team and by members of the opposing team.
8. If you disagree with an official or umpire, raise the issue through the appropriate channels rather than questioning the official's judgement and honesty in public. Remember officials give their time and effort for your child's involvement.
9. Support all efforts to remove verbal and physical abuse from junior sporting activities.
10. Recognise the value and importance of volunteer coaches. They give their time and resources to provide recreational activities for your child and deserve your support.
11. Support your club officials in maintaining the highest standard of behavior both on and off the field/court for the betterment of the league/club and your family. Offer your assistance to the team that your child is playing in so that every opportunity is being provided for the best supervision and support. Your involvement will give both yourself and your child far more satisfaction.
12. Avoid the use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
13. Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.
14. Do not take part in any form of bullying, including via the use of social media. Always remember the child safety rules regarding social media.
15. Be prepared to be responsible for your actions.

Any breach of this code of conduct may result in disciplinary actions as determined by our Club Sanctions and Executive Committee.

## SPECTATOR CODE OF CONDUCT

As a spectator in any activity held by or under the auspices of RCFNC, you must meet the following requirements regarding your conduct during any such activity or event.

1. Do not be critical of others in their roles within the club either as players or officials. Always be supportive and mindful of those around you.
2. Focus on the individual's efforts and performance rather than the overall outcome of the event. This assists the individual in setting realistic goals related to their ability by reducing the emphasis on winning.
3. Encourage honest efforts and make it as important as victory so that the result of each game is accepted without undue disappointment.
4. Encourage others to always play by the rules.
5. Never ridicule or yell at others for making a mistake or losing a competition.
6. Remember those you support should be involved in Football/Netball for their enjoyment, not yours.
7. Remember others learn by example. Applaud good play by both your team and by members of the opposing team.
8. If you disagree with an official or umpire, raise the issue through the appropriate channels rather than questioning the official's judgement and honesty in public.
9. Support all efforts to remove verbal and physical abuse from sporting events.
10. Recognise the value and importance of volunteer coaches and officials. They give their time and resources to provide recreational activities for your club members and deserve your support.
11. Support your club officials in maintaining the highest standard of behaviour both on and off the court or field for the betterment of the league, club and your family.
12. Avoid use of derogatory language based on gender or race, Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
13. Agree to abide by your Leagues policies as listed on website, information booklet and operations manual.
14. Do not take part in any form of bullying, including via the use of social media. We do not tolerate any bullying at our club.
15. Be prepared to be responsible for your actions.

Any breach of this code of conduct may result in Disciplinary actions as determined by our Club Sanctions and Executive Committee.

## JUNIOR COACH CODE OF CONDUCT

In addition to other codes of conduct, you must meet the following requirements regarding your conduct during any activity held by the RCFNC and in your role as a coach.

1. Be familiar with the laws of Australian Football/Netball and abide by the rules and conditions of your league and club.
2. Teach your players that rules of the game are mutual agreements which no player should evade or break.
3. Do not discriminate against any of your players and always work to provide an inclusive environment where all players can participate.
4. Avoid overplaying the talented players. The just 'average' players need and deserve equal time if not more.
5. Remember that the players involved play for fun and enjoyment, and that winning is only part of the game.
6. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviour in any sport, and may be a breach of your state, league or national Member Protection Policy.
7. Never engage in any type of violence either on or off the field/court.
8. Develop team respect for the ability of opponents, as well as for the judgment of umpires and opposing coaches.
9. Follow the advice of a qualified person when determining when an injured player is ready to play or train again.
10. Make a personal commitment to keep yourself informed of sound junior coaching principals and developments. Attain coaching accreditation.
11. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
12. Have a current working with children check and record your card number and expiry date with the Club Secretary.
13. Agree to abide by your league's policies.
14. Do not take part in any form of bullying, including via the use of social media. Report any known bullying from players to the relevant person in your club.
15. Be prepared to be responsible for your actions.

Any breach of this code of conduct may result in Disciplinary actions as determined by our Club Sanctions and Executive Committee

## SENIOR COACH CODE OF CONDUCT

In addition to other codes of conduct, you must meet the following requirements regarding your conduct during any activity held by the RCFNC and in your role as a coach

1. Be familiar with the laws of Australian football/netball and abide by the rules and conditions of your league and club
2. Make a personal commitment to keeping yourself informed of sound coaching principles and developments. Attain coaching accreditation.
3. Avoid verbal and physical confrontation with other players, officials and umpires at all times – use the League and Club vehicle of communication to report any unfair situations that you may believe arise.
4. Earn your players' respect through your actions and coaching, not by requesting it.
5. Through your behaviour in the community, develop personal respect to enhance the image of your club.
6. Never swear or use abusive language during the game or when addressing the players. Be mindful of the presence of young people and other spectators.
7. Follow the advice of a qualified person when determining when an injured player is ready to train/play again.
8. Treat the umpires and opposition sides with respect. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviour in any sport and may be a breach of state, league or national member protection policy.
9. Be aware of the differing needs and attitudes of players at your club, particularly young players.
10. Never place the value of winning above that of instilling the highest desirable ideals and character traits in players.
11. Be supportive of League activities such as Interleague and events such as Season Launches.
12. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of gender, ability, cultural background or religion.
13. Agree to abide by your League's and club policies as listed on the website and in the information booklet.
14. Do not take part in any form of bullying, including via social media.
15. Be prepared to be responsible for your actions.
16. Have a current working with children check and record your card number and expiry date with your Club Secretary.

Any breach of this code of conduct may result in Disciplinary actions as determined by our Club Sanctions and Executive Committee

## UMPIRE CODE OF CONDUCT

In addition to other codes of conduct, you must meet the following requirements regarding your conduct during any activity held by the RCFNC and in your role as a coach

1. Always treat all players with respect.
2. Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring players play within the rules. Reasonable care consists of advising the players of illegal body movements, showing due diligence in detecting infringements and penalizing rule breaking.
3. Place the safety and welfare of the players above all else. Although it is the responsibility of umpires to ensure that the playing conditions are safe, in the end it is the association's decision. If a supervisor or equivalent is appointed and present at the match, they would decide if the game should commence or continue and deal with any emergencies relating to a safe environment or anticipate and foreseeable dangers and deal with it appropriately. If no such person is present, then you should make a decision as to whether the match should commence or continue due to adverse conditions, safe environment or foreseeable dangers.
4. Umpires must be impartial and maintain integrity in their relationship with other umpires, players and coaches.
5. Avoid situations which lead to conflict of interest.
6. Be courteous, respectful and open to discussions and interaction.
7. Value the individual in sport. Ensure the players have the opportunity for discussion with you after the match.
8. Seek continual self-improvement through study, performance, appraisal and regular updating of competencies. Maintain or improve your current badge level and seek continual improvement.
9. Encourage inclusivity and access to all areas of officiating. Aim for excellence based upon realistic goals and due consideration for growth and development.
10. Uphold professional conduct and personal appearance, setting a positive example and representing football/netball well when umpiring.
11. Refrain from any form of personal abuse towards players. This includes verbal, physical and emotional abuse. Be alert to any form of abuse directed towards players from other sources while they are playing.
12. Refrain from any form of harassment towards players. This includes verbal, physical and emotional abuse. Be alert to any form of abuse directed towards the players from other sources while they are playing.
13. Treat all players fairly within the context of their sporting activities, regardless of race, gender, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
14. Show concern and caution towards ill and injured players. You should enforce the blood rule and apply procedures regarding ill or injured players according to the rule book. Common sense must be applied in all cases.
15. Have a current working with children check and record your card number and expiry date with the club.

# CODES OF CONDUCT FOOTBALL NETBALL SANCTIONS

## Players Code of Conduct

To protect our Club Culture, our club has zero tolerance to Bullying, Discrimination, Swearing, Sexual Harassment – therefore the following warnings have been put into place.

Please speak to your child and explain what can happen.

If anyone has issues regarding Bullying, Discrimination, Sexual Harassment or Swearing, please speak to your Coach first if possible.

**1<sup>st</sup> Warning:** Meet with Coach/Team Manager / Child Safety Officer / Parents.

**2<sup>nd</sup> Warning:** Meet with Club President / Secretary as well as child /parents.

**3<sup>rd</sup> Warning:** Suspended for two weeks – and unable to win an award on Presentation Night.

This applies to Senior Players as well and a Fine may be incurred.

## Parents and Spectators Code of Conduct

Please try to stay positive and refrain from any abuse towards players, umpires, officials and opposing teams. If you have any issues, please speak to the Coach or a Committee Member. We will not accept bad behaviour from Parents/Spectators.

**\*\*** Please remember all Coaches, Umpires, Helpers are Volunteers.

**1<sup>st</sup> Warning:** Meet with coach, President, Secretary.

**2<sup>nd</sup> Warning:** Removed from Coaching /Team area and removed from watching the game.

**3<sup>rd</sup> Warning:** You will no longer be allowed to attend our games.