



Code of Conduct

| Ringwood City Soccer Club – Code of Conduct | | | |
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| Author | RCSC Committee | Date | 27 April 2021 |
| Revised | | Revision info. | V2: 1 August 2022 |
| Other info. | Based on FV Codes of Conduct and the Victorian Government Fair Play Code. Required to be read in conjunction with all relevant Club policies, including Child Safety Code of Conduct. | Revision | Yearly |
| Related Parties | | | |
| All parties related to the Club, including but not limited to i.e. Committee, Coaches, Team Managers, Parents, Players et al. | | | |
| Requirements | | | |
| Disseminate to the Club and ensure copy available at www.ringwoodcitysc.com.au . | | | |



Code of Conduct

1 Introduction

The purpose of this Code of Conduct is to promote respect and good behaviour. Ringwood City Football Club, trading as Ringwood City Soccer Club Inc. (hereinafter 'RCSC', also 'Club') takes its Code of Conduct very seriously and as a result, we will ensure that appropriate actions are taken to protect our Club's excellent reputation built up over so many years by hundreds of players and officials.

The Ringwood City Soccer Club Code of Conduct outlines behaviours that are expected of every person involved in sport and active recreation, as well as identifying the types of behaviours that will not be tolerated. Based on this Code, RCSC expects that every person, whether spectator, player, Club member, official, participant, administrator, coach, parent or member of the community involved with the sport at all levels, should work to ensure:

- inclusion of every person regardless of their age, gender identity 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, including adhering at all times to the Club's Child Safety Code of Conduct and Child Safety Policy;
- elimination of violent and abusive behaviour;
- protection from sexual harassment or intimidation.

These expectations apply to all Club activities including, but not limited to, training, games and social events.



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Ringwood City Soccer Club is a community club primarily run by volunteers. The Club is committed to a positive and safe environment for all our members, and especially to those that give up much of their time for the successful running of the Club. The Club regards certain behaviour as harmful and unacceptable, including but not limited to: shouting or swearing (whether in person, by phone, via e-mail or social media), physical or verbal intimidation, aggressive gestures, aggressive/abusive comments, racist or sexist comments, damage or violation of possessions/property or threats to that end. **Where behaviour of members has, or is likely to cause, harm and distress of our volunteers, the Club reserves the right to impose a temporary or permanent ban on the member. In extreme cases that cause physical or psychological harm, the matter may be referred to the Police for further investigation.**

Referees for all competitions have been instructed to come down hard on breaches of the Football Victoria (FV) Code of Conduct for players, coaches, officials and spectators. RCSC restates the FV Code of Conduct, and expects all players, coaches, officials and spectators to abide by these codes.

Red cards for all levels of competition attract automatic fines as determined by FV. Avenues for appeal are expensive. For more information visit [FV's Rules and Regulation page](#). To protect the Club from the financial impact of such fines the Club has determined that all players, coaches, officials, parents and supporters will be held personally liable for any fines they incur. Naturally, the Club will support anyone wrongly accused, however Tribunal hearings usually end up being our word against that of the referee.



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2. Players' Code of Behaviour (all levels)

- Play by the Rules and within the spirit of the game;
- 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;
- Maintain your focus and work hard for yourself and your team. When you register at RCSC it is an expectation that you immerse yourself into the program (i.e. commitment to training and game day attendance), Club culture and strive to develop yourself to the best of your ability;
- 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;
- Cooperate with your coach, teammates and opponents. Without them, there would be no competition;
- Play for your own enjoyment, and not to please parents and coaches;
- Remove all jewellery prior to training and match play, as it is a hazard to you and those around you;
- Without exception, wear shin guards at training and for matches;
- Do not accept or use any banned or unauthorised drug(s), including the consumption of alcohol at any time.



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3. Coaches' Code of Behaviour

Remember that players participate for their enjoyment and that winning is not everything;

- Never ridicule or yell at, or punish, a player for making a mistake or being in a losing team;
- Be reasonable in your demands on younger players time, energy and enthusiasm;
- Teach your players (and others) to abide by the Rules and Laws of the Game, hence raising their awareness;
- Whenever possible, alternate the group of players to ensure everyone has a reasonable chance of success;
- Adhere to the RCSC philosophy that players need to be enjoying match day game time in order to truly develop. This philosophy remains in place throughout our Junior Boys National Premier League (JBNPL) teams and is a strong attribute of our Club. When players register at RCSC, it is expected that they embrace the coaching programs (i.e. commitment to training), Club culture, and strive to develop themselves as a player. When they do so, players will receive fair game time across the course of the season;
- The Club endeavours for equal game time for miniroos U8-U11 and fair game time for junior (U12 and up) and senior players;
- Ensure that equipment and facilities meet a reasonable safety standard and are 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, or other suitably qualified health professional, when determining the extent of a player's injury and



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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);
- 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 (including e-cigarettes) or consume alcohol from the team bench (Technical Area) or sideline. Adhere to Victoria's laws on smoking and e-cigarette use: smoking/vaping is prohibited at organised under-age sporting events;
- Do not accept or use any banned or unauthorised drug(s);
- Remember the actions of yourself and your team is reflective of the perception others take away with them.

4. Administrators' Code of Behaviour

- Involve young people in the planning, leadership, evaluation and decision-making process in the club network;
- Give all children fair opportunities to participate;
- Ensure the rules, equipment, length of games and training principles suit the age, ability and maturity level of participants;
- Provide quality supervision and instruction for junior players;
- Remember that children will only continue with football provided they enjoy their experience, so do not over-emphasise awards;
- Help coaches and match officials highlight appropriate behaviour and skill development, and assist in raising the standards of coaching and officiating;



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- Ensure everyone involved in football emphasises fair play, and not a winning at all costs approach;
- 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;
- Support the implementation of the National Junior Sport Policy;
- Make every effort to educate persons who breach these guidelines.

5. Parents/Guardians/Carers' Code of Behaviour

- When you register your child(ren) at RCSC, it is expected that you support the development of their child(ren) as a player, and support them to embrace the coaching programs (i.e. commitment to training and match day attendance) and Club culture;
- Recognise that RCSC is a volunteer-driven Club and make yourself available to assist where possible, including with game day duties;
- You remain in all circumstances primarily responsible for your child. This means that you must be in attendance during training and games. If you cannot attend, you will need to make alternate arrangements for the supervision of your child with another adult;
- Remember that children play the sport for their enjoyment, and not yours;
- Encourage all children to participate, do not force them;
- Focus on the child's efforts and performance rather than the result of the activity (that is, scoring, winning or losing);
- Encourage children to always participate according to the rules;
- Never ridicule and yell at, or punish, a child for making a mistake or losing a game;



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- Remember that children learn best by example, so applaud good play by both teams;
- Support all efforts to remove racial and religious vilification, verbal and physical abuse from sporting activities;
- Respect the match official's decisions and teach your child to do likewise;
- Show respect and appreciation to Club officials, including coaches, officials and administrators. Ensure any issues are raised through the correct channels;
- Communicate effectively and in a timely manner with Team Officials (for instance, regarding attendance) and the Club, i.e. ensure that your contact details are up to date and that Club officials are informed of any changes;
- Do not smoke or consume alcohol near the team bench (Technical Area) or sideline. Adhere to Victoria's laws on smoking and e-cigarette use: smoking/vaping is prohibited at organised under-age sporting events.

6. Match Officials' Code of Behaviour (including Officials assigned by the Club)

- 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;



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- 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, therefore, your behaviour and comments should always be positive and supportive.

7. Spectator Code of Behaviour

It is important that all spectators are able to enjoy the match in a safe and comfortable environment. Accordingly, each person must:

- respect the decisions of the Match Officials;
- respect the rights, dignity and worth of every person regardless of their gender or sexual identity, race, colour, religion, language, politics, 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, 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 FV's "Conditions of Entry" at all venues, and any ticket conditions;
- not carry, light or throw flares or missiles (including onto the field of play or at other spectators);
- not enter the field of play or its surrounds without lawful authority; and
- conduct themselves in a manner that enhances, rather than injures, the reputation and goodwill of FV, Football Federation Australia (FFA) and football generally.



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Any person who does not comply with this Code, or who in the opinion of the Club and/or FV 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 FV. 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.

8. Disciplinary Process

8.1 Background

Ringwood City Soccer Club (RCSC) is committed to promoting and protecting the safety and well-being of all involved, including providing a safe and friendly playing environment for all members, parents, officials, administrators and spectators. The following Codes of Conduct are agreed to by all members at the time of registration and /or at the commencement of each season:

- PLAYERS' CODE OF BEHAVIOUR (ALL LEVELS)
- COACHES' CODE OF BEHAVIOUR
- ADMINISTRATORS' CODE OF BEHAVIOUR
- PARENTS/GUARDIANS/CARERS' CODE OF BEHAVIOUR
- MATCH OFFICIALS' CODE OF BEHAVIOUR
- SPECTATOR CODE OF BEHAVIOUR

It is important that parents, players, spectators and Club Officials (COs) understand the RCSC codes of behaviour and Code of Conduct, as a



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breach of the codes could result in a number of financial penalties and sanctions, including expulsion from the Club.

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, cultural background 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.

8.2 Managing Issues and Disputes

The purpose of this document is to outline the process of managing incidents and disciplinary actions on game day and/or at training. There is a wide variety of incidents that could occur. The process to follow provides all Club Officials with a guide that should cover all game day and training occurrences. Additionally, this process will ensure consistency in the Club's response.



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By registering at RCSC, all members (including parents, players and Club Officials) agree to abide by their relevant codes of conduct throughout each season. Club Officials, Coaches and Team Managers should remind their players and parents to review these codes and become familiar with what RCSC expects from all their members. The RCSC disciplinary policy is based on the assumption that all RCSC members are informed of the expected appropriate behaviour, via their agreement with the codes of conduct.

The table below is a guide highlighting the level of severity and the required action that will need to be assessed on a case-by-case scenario. It also provides a structure to escalate a response should an incident start as LOW and end as HIGH severity. This includes incidents that continue, reoccur and or increase in severity over a number of games and/or training days.



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8.3 Ringwood City Soccer Club Disciplinary Guide

| SEVERITY | BEHAVIOUR* | ACTION | SANCTION |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>directed at players, members, team officials, administrators and/or supporters</p> | | |
| LOW | <p>Breach of codes of conduct include:</p> <ul style="list-style-type: none"> -Coaching from the sidelines; -Negative comments directed at players, team officials or supporters of either team or referee(s); - Failure to adhere to Club or Team Officials directions at Training and on Game Day; - Walking on or standing too close to the pitch during game; -Smoking (incl. e-cigarettes) or consuming alcohol in the vicinity of the pitch. | <p>Caution only</p> <p>Given by Team Manager, Coach or Club Official.</p> | <p>No further action required.</p> |
| | | <p>1st Official Warning</p> <p>Verbal</p> <p>Reported to Committee and/or Club Secretary</p> | <p>Recorded as 1st official warning by Committee and/or Club Secretary</p> |
| | | <p>2nd Official Warning</p> <p>Reported to Committee and/or Club Secretary</p> | <p>Recorded as 2nd official warning by Committee and/or Club Secretary</p> |
| | | <p>3 STRIKES POLICY IMPLEMENTED</p> <p>(Repeat offence after second warning)</p> <p>Reported to Committee and/or Club Secretary.</p> | <p>Sanctions may include:</p> <ul style="list-style-type: none"> -Fine; -Required to do Club/community service; -Ban from training and/or match for a |



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| | | <p>Committee will refer to Club Executive</p> <p>Referred to Football Victoria if behaviour continues.</p> | <p>specified period of time.</p> |
| MEDIUM | <p>Breach of codes of conduct include:</p> <ul style="list-style-type: none"> -Negative comments directed at players, team officials or supporters of either team or referee(s); -Walking on or standing too close to the pitch during game; -Use of offensive language/behaviour and/or gestures; - Repeated Failure to adhere to Club or Team Officials directions at Training and on Game Day | <p>Official warning (Only one official warning) delivered by Club Official.</p> <p>Committee will refer to Club Executive or Football Victoria if behaviour continues.</p> | <p>Reported and documented by Club.</p> <p>If behaviour continues, sanctions may include:</p> <ul style="list-style-type: none"> - Fine; - Ban from training and/or match for a specified period of time; - Expulsion from Club |
| | <p>Serious breach of codes of conduct include:</p> <ul style="list-style-type: none"> - use of obscene or offensive language or gestures; - use of any abusive or aggressive language or gestures -the | <p>CLUB/TEAM OFFICIALS ONLY</p> <p>If threats to safety exist, police will be contacted immediately.</p> <p>Offender removed from match and or training.</p> | <p>Sanctions may include:</p> <ul style="list-style-type: none"> - Fine; - Ban from matches and/or training for a specified period of time; - Membership allowed with conditions (proof of |



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| <p>HIGH</p> | <p>incitement of hatred or violence; – partaking in indecent or racist chanting; -engaging in any form of violence; -attending training or game days under the influence of alcohol or drugs; -any other behaviour that would constitute any offence.</p> | <p>If not present, contact the Committee or Club Secretary immediately after the incident for a verbal report.</p> <p>POST INCIDENT</p> <p>Committee will refer to Club Executive and/or Football Victoria</p> | <p>anger management course/external training addressing violent behaviour); - Expulsion from Club; - Individual reported to FV.</p> |
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***The examples provided are not exclusive and provide a guide for identifying inappropriate behaviour that is contrary to RCSC Codes of Conduct. A common sense approach based on reasonable interpretation of what constitutes inappropriate behaviour is expected by Coaches, Team Managers and Club Officials.**