



# Behavioral Standards Policy

## Tullamarine Football Club

### GENERAL

#### Definitions and Interpretation

In this Policy:

**Child Abuse** includes all forms of physical abuse, emotional or psychological abuse, sexual abuse, sexual exploitation, neglect or negligent treatment, grooming, commercial (e.g. for financial gain) exploitation, harassing behaviour, such as bullying or other exploitation of a Child or Young Person and includes any actions that results in actual or potential Harm to a Child or Young Person. Child abuse can be a single incident, but usually takes place over time.

**Children and Young People** means a person under the age of eighteen years. Child or Young Person shall mean a single person falling within the definition of Children and Young People.

**Club** means Tullamarine Football Club affiliated with the EDFL.

**Contravening Person** means a person in breach of this policy and its behavioral standards.

**Match** means any Australian Football match played in the EDFL.

**Person** means a Club (where applicable), Football Official, Player, Club member, parent or guardian of a Player, spectator of a Match or any other person reasonably connected to Australian Football and within the context of this Policy.

**TFC** means Tullamarine Football Club Inc

**TFC Executive Committee** incorporates the President, Vice President/s, Secretary and Treasurer of the Tullamarine Football Club Inc

**Umpire** includes a registered field, boundary, goal or emergency/Club umpire.

### MEMBER PROTECTION & INTEGRITY

#### Member protection statement

TFC regards violence, discrimination, sexual harassment, bullying and abuse in any form, including online, as unacceptable. TFC believes that all people have the right to work, play and socialise in an environment which is safe and inclusive. In other words, our members have the right to be protected from unacceptable conduct whilst participating in our sport.

Any complaints of inappropriate behavior will be treated seriously and sensitively and, if required investigated thoroughly by members of the TFC Executive Committee. Best endeavors will be used to ensure that persons affected by a complaint are not victimised in any way.

#### Responsibility of TFC



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TFC must reasonably:

- a. provide a culturally safe and inclusive Club environment for all Persons; and
- b. use its best endeavors to procure compliance by its Football Officials, Players, members and supporters with any sanctions imposed under this Policy.

### Responsibility of a Person

All Person must reasonably:

- a. make themselves aware of this Policy;
- b. comply with this Policy and any rules, regulations, by-laws, emergency protocols and policies formally approved and/or adopted by TFC from time to time;
- c. respect the spirit of fair play;
- d. be ethical, fair, honest and respectful in all their dealings with other people;
- e. contribute to a safe sporting environment and respectful culture which is accepting of individual differences;
- f. prioritise the safety and welfare of children;
- g. recognise the essential role that Umpires and other Football Officials play in Australian Football;
- h. display and foster respect for Umpires and other Football Officials;
- i. comply with all relevant laws including anti-discrimination and child protection laws;
- j. comply with any direction given or investigative or disciplinary measure or procedure imposed in accordance with this Policy; and
- k. comply with a sanction imposed after a finding that the Person has breached this Policy.

### CODES OF CONDUCT

#### Coaches code of conduct

All coaches are required to sign the AFL code of conduct as a part of the level 1 accreditation. All coaches must be accredited to coach in our league and club.

Coaches are also bound by the TFC Coaches code of conduct, and any breaches will be considered very seriously.

#### Players code of conduct

At all times:



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- a. Play by the rules
- b. Never argue with an umpire or official – without these people you cannot play football
- c. Be a team player- It's a team game, treat it that way
- d. Treat all players as you would like to be treated – fairly and with integrity
- e. Co-operate with your coach, the umpires and teammates
- f. Play for your own enjoyment and to improve your skills
- g. Don't use ugly remarks – particularly those that comment on race, religion, gender

### **Parents, officials & supporters code of conduct**

- a. Remember that you are there for the participants to enjoy the game
- b. Encourage participation, but don't force it
- c. Teach that enjoyment is more important than winning
- d. Never ridicule mistakes or losses – supporters are there to support not downgrade
- e. Lead by example and respect all players, coaches, umpires and spectators - physical or verbal abuse will not be tolerated
- f. Recognize and respect all volunteers who are giving up their valuable time
- g. Never publicly criticize umpires
- h. Don't use ugly remarks – particularly those that comment on race, religion, gender

Any breaches of the Codes of Conduct will be efficiently, fairly and reasonably dealt with by the TFC Executive Committee.

### **Vilification and discrimination**

#### **Prohibited conduct**

No Person shall act towards or speak to any other person in a manner, or engage in any other conduct which threatens, disparages, vilifies or insults another person or group of persons on any basis, including but not limited to, a person's race, religion, colour, descent or national or ethnic origin, disability, sexual orientation or gender identity.

#### **Preliminary conciliation process**

- a. Where there is an alleged breach, TFC Executive Committee must as soon as practicable:



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- i) inform the person alleged to have breached and provide that person with an opportunity to respond to the complaint;
- ii) use reasonable measures to establish the facts of the alleged breach.
- b. If, following completion of this step if TFC is reasonably satisfied that a breach may have occurred, it will arrange for the complaint to be conciliated and take all steps necessary for the complaint to be conciliated.

### **Agreed outcomes at conciliation**

- a. The conciliation participants will be at liberty to consider and mutually agree to any outcome or sanction including but not limited to any of the following (or a combination of them):
  - (i) suspension of a Contravening Person from playing and/or officiating in Matches at any level;
  - (ii) if reasonably practicable, attendance at or participation in a community service program by the Contravening Person;
  - (iii) completion of relevant education by a Contravening Person;
  - (iv) the provision of a public apology or apologies by a Contravening Person.

### **Confidentiality and public statement**

- (a) Subject to the Agreed Outcomes at Conciliation:
  - (i) the particulars of a complaint and the conciliation shall at all times remain confidential; and
  - (ii) a person shall not publicly comment on or disseminate to any person information concerning a complaint or conciliation at any time prior to, during or after the conciliation.
- (b) Where a complaint is resolved by conciliation, any public statement (including any apology) made concerning the complaint and its resolution shall be agreed upon by the parties.

## **Safeguarding Children and Young People**

### **AFL commitment to safeguarding Children and Young People**

All Children and Young People, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background, have equal rights to protection from Child Abuse. TFC is committed to promoting and protecting the safety and wellbeing of all Children and Young People.

### **Controlling Body commitment to safeguarding Children and Young People**



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To support the AFL's commitment above TFC will commit to the following:

- (i) will have zero tolerance for Child Abuse;
- (ii) will seek to provide an environment in which all Children and Young People feel supported and respected;
- (iii) will recognise the particular needs of Aboriginal and Torres Strait Islander Children and Young People, LGBTIQA+ Children and Young People, Children and Young People from culturally and/or linguistically diverse backgrounds and Children and Young People with a disability and will implement culturally appropriate practices and procedures to address those needs;
- (iv) will consider the opinions of Children and Young People and use their opinions to inform the development of policies and procedures in relation to the protection of Children and Young People;
- (v) will engage with Children and Young People and their parents/guardians about safeguarding practices and help empower them to speak up when they see or hear something that makes them feel unsafe and ensure that relevant information and resources are accessible to them; and
- (vi) in the event a concern or allegation is raised in relation to Child Abuse or any other inappropriate behavior towards a Child or Young Person that has occurred while a Child or Young Person is under TFC's care, TFC will ensure it is treated seriously, in a culturally sensitive manner and fully investigated in accordance with this Policy and any other related policies or procedures and relevant legislation.
- (vii) TFC will ensure that it complies with all statutory requirements in respect of safeguarding Children and Young People, including ensuring all relevant Persons who work with Children and Young People have complied with their working with children obligations applicable to their State or Territory.

### Behavioral standards

A Person must:

- (i) treat all Children and Young People with respect;
- (ii) wherever possible ensure that another adult is present when working near or with Children and Young People;
- (iii) use disciplinary strategies that are fair, respectful and appropriate to the developmental stage of the Children or Young People involved;
- (iv) wherever possible ensure that all email, text messages and other forms of communication sent to a Child or Young Person are copied to their parent/guardian;
- (v) ensure that approval has been obtained from a Child or Young Person and their parent/guardian prior to any photograph or film being taken of a Child or Young



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Person;

- (vi) ensure that any photograph or film taken of a Child or Young Person is taken in circumstances that are directly relevant to the Child's or Young Person's participation in a Controlling Body program and the Child or Young Person is appropriately dressed and posed;
- (vii) immediately report any concern for the safety or wellbeing of a Child or Young Person, or a suspected breach of this Policy.

### Prohibited conduct

A Person must not:

- (i) engage in any form of sexual behavior with or in the presence of Children or Young People;
- (ii) engage in any other form of behavior that may reasonably be considered to be Child Abuse;
- (iii) initiate unnecessary physical contact with a Child or Young Person, or do things of a personal nature for them that they can do themselves;
- (iv) take disciplinary action involving physical punishment or any other form of treatment that could reasonably be considered as degrading, cruel, frightening or humiliating;
- (v) use language or behavior towards Children or Young People that is inappropriate, harassment, abusive, sexually provocative, intended to humiliate or culturally inappropriate;
- (vi) consume alcohol, drugs or tobacco when working with any Children or Young People; or
- (vii) use a computer, mobile phone, video camera, camera or Social Media to exploit or harass Children or Young People, or access child exploitation material.

### Reporting procedures

- (a) If a Person believes that a Child or Young Person is in imminent risk of Harm or immediate danger, that Person must report the situation directly –o the police - CALL '000'.
- (b) If a person (including a Person (as defined) or member of the public) believes that a Person has committed a breach, that person must:
  - (i) contact the TFC appointed Child Safety Officer; and
  - (ii) as soon as practicable, advise the TFC Executive Committee that a matter has been referred to the Police or the Child Safety Officer.



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### Social Media

#### AFL commitment to online safety

The AFL has signed the [Online Safety Statement of Commitment](#) alongside 23 other major sporting organisations from around Australia to actively support the work of the Commonwealth Government eSafety Commissioner to help keep all Australians, from grassroots to professional athletes, team members and officials, safe online.

#### AFL statement on Social Media

- (a) It is important to understand that content posted on Social Media can have serious ramifications for the Person involved, TFC, commercial partners or other related organisations and individuals. Comments may be mistakenly attributed to TFC in some circumstances. It is therefore important that a Person always think twice before posting.
- (b) Before using Social Media, the TFC encourages all Persons to ask themselves the following questions:
  - (i) Am I revealing any sensitive or confidential information?
  - (ii) Would I want my Club, Coach, team, family or friends to see this?
  - (iii) Will I regret my actions?
  - (iv) Could this negatively impact the reputation of the AFL, other Controlling Body or a Club?
  - (v) Could this be seen as inappropriate, discriminatory, defamatory or in breach of any laws?

#### Behavioral standards on Social Media

When using Social Media, a Person must:

- (a) respect the privacy of others;
- (b) ensure that content published is factually accurate;
- (c) be polite and respectful with others; and
- (d) adhere to the terms of use of the relevant Social Media, as well as copyright, privacy, defamation, contempt of court, discrimination, harassment and other applicable laws.

#### Prohibited conduct on Social Media

When using Social Media, a Person must not:



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- (a) post or engage with (e.g. like, comment on, share, forward) material that is offensive, obscene, disparaging, defamatory, threatening, harassment, bullying, discriminatory, homophobic, hateful, racist, sexist, infringes copyright, constitutes a contempt of court, breaches a court suppression order, or is otherwise unlawful;
- (b) talk negatively about TFC, its volunteers, its competitors, corporate partners, broadcast partners, sponsors, or customers/fans or any other related organisation;
- (c) represent a personal view as that of TFC;
- (d) bring TFC's brand and reputation into disrepute;
- (e) post or release any TFC information or material (including images or video) prior to its official launch or announcement by TFC in the public domain;
- (f) plagiarise or breach copyright of another person;
- (g) access, download or transmit any kind of sexually explicit material (including child pornography), violent and/or graphic images (without medical purpose);
- (h) access, download or transmit information on the use and construction of weapons, explosives and/or other tools of violence or terrorism;
- (i) breach the reasonable expectation of privacy of a person; or
- (j) access to the computing resources of a Controlling Body without the prior consent of the Controlling Body.

### Official Social Media engagement

Before engaging in Social Media as a representative of TFC, a Person must be formally authorised to do so by the TFC Executive Committee.

Policy authorised on behalf of Tullamarine Football Club by:

President - Michael Fiteni

Date: 27/04/2024

Secretary – Katreena Barley

Date: 27/04/2024