

North Launceston Football Club Inc.

Player Code of Conduct

WEST'S ★ **BAKERY**



Player Code of Conduct

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Player Code of Conduct

- Learn and adhere to the rules of the club, the Tasmanian State League (TSL), of your team and of the coach
- Listen to and trust the coaching staff – they are there to help you
- Respect the time and efforts put in by your coaches and the volunteers that make the club work. They deserve your support and full commitment as all these people work hard to ensure you have the opportunities to become the best footballer you can
- Play to enjoy the game and improve your skills, meet new friends and enjoy the company of people who love footy like you do
- Accept that as rotations are a part of the modern game you will be required to take a turn on the bench. When on the bench encourage your team and be prepared to play at all times
- Attend all training sessions and matches at times advised by your coach's. If you can't attend training or a game you must contact your coach as soon as possible.
- Never argue with an umpire, opposition player or official. If you have problems tell the coach. Arguing with an umpire will only hurt you and your team mates!
- Strive to be the best of your ability at all times, both at practice and during games
- Respect the facilities and equipment of your and opposing Clubs when using their visitor change rooms
- At training and on game day treat everyone you come into contact with, including opposition players, coaches, match managers, umpires, volunteers, parents and spectators with respect, as you would want them to treat you. Set an example, if you want to be treated with respect then act that way to others!
- Respect your opponents and appreciate and learn from their good play. Without the opposition you would not be able to play the game in the first place.
- Always think safety, to avoid injury to yourself and others
- Verbal abuse, swearing, fighting and un-sportsmanlike conduct are reportable actions and will not be tolerated.
- Never say anything whilst representing this club about the colour of a person's skin or how they look, walk or talk, or anything inflammatory about their religion
- Should you break any of the club or TSL rules you can receive a financial penalty plus be suspended from both the club and from playing and in extreme cases the club will terminate your playing services

Purpose of Investigation – Alleged Breach of Code of Conduct

The purpose of the investigation and disciplinary procedures is to ensure NLFC's Player Code of Conduct Principles are protected and adhered to. In the event a player has an allegation brought before them of breach of Code of Conduct these procedures shall be followed to ensure a fair and transparent system of investigation, premised upon the principles of natural justice.

"Natural Justice" can be defined as what many would say is the Australian way of giving everyone a "fair go". It is how the first person goes about investigating an alleged misdemeanour, and the opportunities given to the second person involved to respond to that allegation.

The relevant principle of "natural justice" is that a person should not exercise legal power over another, to that person's disadvantage and for a reason personal to him or her, without first affording the affected person the opportunity to present a case whereby he had the allegations put squarely to them under circumstances where he had a fair opportunity to defend himself.

Eligibility of placing an allegation

A financial member of NLFC or a life member of NLFC is eligible to make an allegation in respect to breach of the NLFC's Player Code of Conduct.

A representative of the AFL-Tasmania is eligible to make an allegation in respect to breach of NLFC's Player Code of Conduct.

A member of the public who has first hand evidence or information is eligible to make an allegation in respect to breach of NLFC's Player Code of Conduct.

A stakeholder of NLFC is eligible to make an allegation in respect to breach of the NLFC's Player Code of Conduct.

Players are stakeholders of NLFC however any registered players under the age of eighteen (18) years making an allegation requiring any investigation must involve the player's legal guardian.

A registered player with NLFC under the age of eighteen can only make an allegation in respect to breach of the NLFC's Player Code of Conduct with the written consent of their legal guardian.

NLFC has many stakeholders. Elected Officer Bearers form the Committee of Management. NLFC appoints coaches and relies heavily on volunteers, many of whom are parents of players to perform numerous roles and functions outside of match days however principally such roles and functions are carried out on a match day. These persons are classified as stakeholders

Parents and supporters of a registered NLFC player are stakeholders of NLFC however it is recognised not all persons in this category shall be financial members of NLFC.

What constitutes an allegation that is able to be investigated?

The Disciplinary Committee of the NLFC COM can only pursue an allegation of breach of NLFC's Code of Conduct if:

- The allegation/s are made in writing to the President of the NLFC
- The allegation/s in writing must include the full name, address and contact details of the person making the allegation(s), signature of the person making the allegation(s) and be to the hand of the NLFC President within three (3) days of the said breach of NLFC's Player Code of Conduct
- If the allegation/s involve the NLFC President then such should be directed to the NLFC Senior Vice President
- If a NLFC registered player under the age of eighteen is making the allegation(s) the written advice must show the signature of the player's legal guardian.
- The written allegation(s) must contain all relevant facts as to which the person relies in respect to the allegation(s) including – the nature of the breach in respect to NLFC's Player Code of Conduct, the person and persons involved, the date, time & location of the breach of NLFC's Player Code of Conduct, and witnesses to the breach including witness names, addresses and contact details and any other circumstance or relevant information to the alleged breach
- Person(s) making the allegations must accept that in the interests of natural justice NLFC will provide to the accused player(s) the name/s of the person(s)/s making the allegation(s).

Process of investigation

The Discipline Committee of the NLFC COM shall:

- Determine if the written correspondence received constitutes a valid request for further investigation. The test for such shall be based upon the requirements pertaining to *“What constitutes an allegation that is able to be investigated”* in accordance with these procedures.
- Within three (3) days of receipt of the allegation(s) write to the player/s named as allegedly in breach of NLFC’s Player Code of Conduct providing all relevant facts and information as supplied. The correspondence shall include an invitation for the player(s) to respond to the allegations in writing within three (3) days of the date of correspondence to show cause as to why disciplinary action should not be taken
- NLFC’s Disciplinary Committee Head may elect to hold verbal conversations and or meeting(s) with all parties at any time to discuss these matters.
- In respect to meeting all parties have the right to be represented provided written notification is supplied in advance to the other party.
- Within three (3) days of the final investigation process NLFC’s Disciplinary Committee Head shall provide a report and recommendation to the NLFC COM for consideration and ratification.
- The NLFC COM shall have three (3) days to consider and ratify.
- NLFC’s Disciplinary Committee Head or his appointed representative shall in writing within three (3) days notify all parties involved in the investigation and of its outcomes inclusive if the allegations were not sustained or if sustained the nature of the penalty imposed.

Penalties available to be imposed

A sustained breach of NLFC’s Player Code of Conduct allows the NLFC’s COM to ratify the following remedies dependant on the nature, severity and occurrence of the breach and any history of previous breaches of the Code of Conduct by a player:

- Requesting an unqualified written apology from a person(s) to another person(s),
- Written warning notifying if a breach of NLFC’s Player Code of Conduct occurs in future more severe penalty shall apply,
- Temporary ban for either playing or attending and club training or match day,
- Temporary ban on a player entering the venue of NLFC where match day activities are conducted,
- Temporary ban on a player attending the venue used for social gatherings, functions and catering,
- In respect to a paid player, unless otherwise stipulated in a contract a financial penalty not exceeding two match payments or \$200.00, whichever is the greater,
- Permanent ban on a registered player from participating in any training or match day team conducted by or representing NLFC,
- Permanent ban on a player entering the venue of NLFC where match day activities or any social, functions or catering activities are conducted,
- Permanent ban on a player attending the venue used for conducting any training of NLFC teams,
- De-registration of a player and
- Any such determination shall not breach the North Launceston Football Club Incorporated Constitution.

Appeal process

Any party involved with the investigation has the right to appeal the final outcome as ratified by the NLFC COM.

A party involved may appeal provided such is in writing addressed to the NLFC President stating the nature of the appeal and must be received within three (3) days.

The NLFC COM is required to consider the ground for which the appeal is based and ratify if it intends to dismiss the appeal, reconsider the penalty in respect to a sustained breach, or in cases where the transparency of the investigation or if members of the NLFC COM are accused of a conflict that reflected in the outcomes of the investigation the NLFC COM has the ability to either engage an independent person or request a member of the NLFC COM who has not been accused of any wrong doing to assess the investigation and the outcome(S).

In this case the independent person appointed can avail himself of any and all details, facts, correspondence involving the alleged breach and the investigation, re-interview persons of interest and make a determination pertaining to "*Penalties available to be imposed*" in accordance with these procedures.

The decision of the independent person shall be final.

Please note *Rule 38 (2) of NLFC Constitution* as follows:

38. Discipline

- (1) Any acts of disobedience, bad language or conduct of any player which may lower dignity of NLFC or be prejudicial to the interest of the sport of Australian Football shall be reported to the Committee of Management. The Committee of Management shall deal with such reports or such other reports as it receives in accordance with these rules.
- (2) Any playing member who refuses to attend any Committee of Management meetings to which he shall be summoned shall be dealt with as the Committee of Management may think fit.
- (3) The Committee of Management shall have power to (but not restricted to) fine and/or discipline any playing member of any sum of money not exceeding two hundred dollars or the amount of two match payments whichever is the greater for any breach of these rules or for any offence created by the same or for any act matter or thing which the Committee of Management shall in its absolute and uncontrolled discretion determine to be opposed and contrary to the interests of NLFC.

The Committee of Management shall give written notice to any member proposed to be dealt with under this rule to his last known place address and such member shall be at liberty to attend the meeting of the Committee of Management and to give evidence or call evidence on his behalf and to cross examine witnesses. The determination of the Committee of Management shall be final except for any right of appeal (if any) to the Tasmanian State League or such association with which the NLFC may then be affiliated.

- (4) The Captain(s) and/or Coach(es) will have control of the team whilst on the field and shall decide all disputes which may arise in the playing field. Any player disobeying the orders of the Captain(s) and/or Coach(es) on the field or in the training room or using abusive language or otherwise misconducting himself whether on the playing field or in the training room shall be dealt with as the Committee of Management may determine. The Captain(s) and/or Coach(es) must notify the President, or in his absence the General Manager/Secretary immediately the match is concluded on any act of disobedience, abusive or bad language or conduct of any player on the field or in the training room calculated to lower the dignity of NLFC. In the absence of the Captain(s) and/or Coach(es) the powers conferred upon him(them) by this rule shall be delegated to the Vice Captain(s) who shall act in accordance with this rule.