

ALKIMOS FOOTBALL CLUB

CODE OF CONDUCT AND GREIVANCE POLICY

Mission: To promote Alkimos FC as a club for all people, and one which is dedicated to nurturing local footballing talent and enriching our community



President

Name _____

Date _____

Secretary

Name _____

Date _____

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REFERENCE

This document is to be read in conjunction with the Alkimos Football Clubs. Constitution, specifically Section 14.0 Discipline.

1.0 CODE OF CONDUCT

Alkimos Football Club (hereafter referred to as Alkimos FC) has a strict NO BULLYING POLICY.

1.1 Players:

- 1.1.1 Respect the rules of the game.
- 1.1.2 Accept the decisions of coach, officials and referees without comment.
- 1.1.3 Always show respect for players, coaches, club officials, game officials, volunteers and spectators.
- 1.1.4 Conduct yourself with honour and dignity.
- 1.1.5 Be generous when you win.
- 1.1.6 Be gracious when you lose.
- 1.1.7 Attend training regularly, contact coach or manager when unavailable.
- 1.1.8 Work for the good of your team, e.g. Attitude, Attendance and Conduct.
- 1.1.9 Applaud the efforts of teammates and opponents.
- 1.1.10 Unruly language or behaviour will not be tolerated.
- 1.1.11 Follow the grievance policy
- 1.1.12 The following points are to be considered in the event of Conduct breaches by Alkimos FC players:
 - a) The Executive Committee to discuss the issue with the said player.
 - b) Corrective measures put in place to assist in the development of the player.
 - c) Review the position and depending on the severity of the complaint consider a temporary or permanent ban in the given playing year (refer 1.1.14).
 - d) If the player applies the following year the Executive Committee may consider declining the application.
- 1.1.13 In the event of a complaint to Alkimos FC regarding one or more of its players the following bans should be considered only if **no penalty** is given by any of the following; Football West or Referees Associations:
 - a) Violence of any type.....Possible expulsion from the club (at the discretion of Executive)
 - b) Foul Language 1st Offence.....Official written warning.
 - c) Foul Language 2nd Offence.....One Week Ban.
 - d) Referee, club official, player or spectator abuse 1st Offence.....Official written warning.
 - e) Referee, club official, player or spectator abuse 2nd Offence.....One Week Ban.
 - f) Poor Sportsmanship.....Verbal Caution.
- 1.1.14 Refer section 3.0 for the Club's process of forming a 'Disputes and Resolution Subcommittee.'

1.2 Parents/Spectators:

Alkimos FC is operated by volunteer staff working to provide a safe enjoyable environment in which children of our community can develop sporting skills and experience the social benefits of team play. Parents/Spectators play a vital role in our club and it is most important you follow the proceeding guidelines:

- 1.2.1 Always support your child and their team in a positive manner.
- 1.2.2 Accept the decisions of officials, including referees and committee staff & coaches without conflict.
- 1.2.3 Never ridicule or unduly scold a child for making a mistake.
- 1.2.4 Always respect the rights, dignity and worth of every person regardless of their gender, ability, race, colour, religion, language, and politics, national or ethnic origin.
- 1.2.5 Fulfil your volunteer obligations willingly in the knowledge that your efforts will directly impact upon your child's experience.
- 1.2.6 Always show respect for players, coaches, club officials, game officials, volunteers and other spectators.
- 1.2.7 Do not complain over trivial matters, the coach's job is hard enough.
- 1.2.8 Do not coach from the sideline, that is not your job and only confuses and embarrasses the players.
- 1.2.9 Unruly language or behaviour will not be tolerated.
- 1.2.10 Follow the grievance policy
- 1.2.11 If these guidelines are not abided by offenders may be subject to:
 - a) Initially a verbal warning by an executive member (which will be documented).
 - b) Further breach being asked to leave the ground.
 - c) Police being contacted.
 - d) Your child being excluded from the club

1.3 Coaches/Managers:

- 1.3.1 Always set a good example for your players.
- 1.3.2 Respect officials and accept decisions with grace.
- 1.3.3 Never ridicule or unduly scold a player/child for making a mistake.
- 1.3.4 Treat opposing coaches, managers, players and spectators with respect.
- 1.3.5 Remove any player from the field whose behaviour is not acceptable.
- 1.3.6 Borrowed players must not be given preference over normal team players and must only be used minimally.
- 1.3.7 Unruly language or behaviour will not be tolerated.
- 1.3.8 Follow the grievance policy
- 1.3.9 The following points are to be considered in the event of Conduct breaches by Alkimos FC coaches/managers:
 - a) The Executive Committee to discuss the issue with the said coach/manager.
 - b) Corrective measures put in place to assist in the development of the coach/manager.
 - c) Review the position and depending on the severity of the complaint consider a temporary or permanent ban in the given coaching year (refer 1.3.12).
 - d) If the coach/manager applies the following year the Executive Committee could consider declining the application.

1.3.10 In the event of a complaint to Alkimos FC regarding one or more of its coaches and/or managers the following bans should be considered only if **no penalty** is given by any of the following: Football West or Referees Associations.

- a) Violence of any type.....Possible expulsion from the club (at the discretion of Executive).
- b) Foul Language 1st Offence.....Official written warning.
- c) Foul Language 2nd Offence.....One Week Ban.
- d) Referee, club official, player or spectator abuse 1st Offence.....Official written warning.
- e) Referee, club official, player or spectator abuse 2nd Offence.....One Week Ban.
- f) Poor Sportsmanship.....Verbal Caution.

1.3.11 Refer section 3.0 for the Club's process of forming a 'Disputes and Resolution Subcommittee.'

1.4 Teams:

1.4.1 All teams will to the best of their ability represent Alkimos FC with honour and integrity and will not bring the club or the game into disrepute.

1.4.2 No team will run any form of individual fund raising without the permission of the Alkimos Football Club Executive

2.0 GREIVENCE POLICY

2.1 From the Player:

2.1.1 If a player feels there is a situation between a player, coach or manager, they need to address the situation promptly. Talk to their coach or manager and resolve the situation. If there is no successes talk to a member of the committee.

2.1.2 No complaints against opposition officials, opposition coaches or managers, opposition players or Referees will be accepted or acted on without written submissions with written collaborating statements from witnesses, all stating that they will attend any formal hearings that may be required.

2.2 From the Parent:

2.2.1 **Unless the situation is serious parents should keep their opinions to themselves.** Player's positions and tactical play are not for parents to decide. If they have a real grievance they can address the coach / manager. If this does not resolve the grievance they can put their complaint in writing to the Executive.

2.2.2 No complaints against opposition officials, opposition coaches or managers, opposition players or Referees will be accepted or acted on without written submissions with written collaborating statements from witnesses, all stating that they will attend any formal hearings that may be required.

2.3 From the Coach or Manager:

- 2.3.1 If a coach or manager has a particular issue with a player or parent, they should address the player/parent directly.
- 2.3.2 If the matter is still not resolved a formal interview may be called between the player, parents, coach, manager and the Executive.
 - a) A formal letter of reprimand may be the outcome in some instances.
 - b) Any player who receives three (3) letters of reprimand may be asked to leave the club. The decision will be at the discretion of the Committee.
 - c) Depending on the seriousness of the situation a player could be asked to leave the club after one incident only. The decision will be at the discretion of the Committee.
 - d) No complaints against opposition officials, opposition coaches or managers, opposition players or Referees will be accepted or acted on without written submissions with written collaborating statements from witnesses, all stating that they will attend any formal hearings that may be required.
- 2.3.3 Refer section 3.0 for the Club's process of forming a 'Disputes and Resolution Subcommittee.'

3.0 DISPUTES AND RESOLUTION SUB COMMITTEE

3.1 Outline

- 3.1.1 The 'Disputes and Resolution Sub Committee,' consisting of not less than 3 persons, as determined by the committee, are to mediate any disputes or matters as seen fit by the Committee. The intent of such a Sub Committee shall be to try to resolve amicably between all parties concerned any disputes or matters of concern not brought to a satisfactory conclusion after the first instance (direct approach), as set out in Section 15.0 of the Club Constitution.

3.2 Process

- 3.2.1 The dispute must be brought to the Committee first, via email or letter.
- 3.2.2 A subcommittee, consisting of 3 persons minimum will be named to undertake each dispute on its individual merits.
- 3.2.3 Persons on the Committee who have had previous involvement in this matter will not be considered for the subcommittee.
- 3.2.4 Subcommittee has final decision on dispute.
- 3.2.5 If necessary, both parties can call a character witness to represent/accompany them when talking to the subcommittee.