



Langhorne Creek Football Club Member Policy

Created & Adopted January 2022.



1. Introduction and Overview.

The Langhorne Creek Football Club is committed to providing an environment safe for all persons that is free from harassment, discrimination, and abuse for everyone, and promotes respectful and positive behavior and values. This policy provides a code of behavior forming the basis and expectations of the commitment from Langhorne Creek Football Club to ensure that everyone (committee members, administrators, coaches, officials, volunteers, players, parents, and spectators.) associated with our organisation complies with the policy. This policy includes specifics for both Playing (Senior & Junior club players) and Non- Playing Members (both financial and non-financial).

2. Purpose of Our Policy

The main objective of our Member Policy is to maintain responsible behaviour and ethical and informed decision-making by participants in this club. This policy outlines our commitment to a whole club culture. Whereby all persons are to be both treated with/ & act respectfully, whilst adhering to all Community Football guidelines & Policies as found <https://sanfl.com.au/communityfootball/policies/> . Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required.

3. Who Our Policy Applies To

Our policy applies to everyone involved in the club including committee members, administrators, coaches, officials, volunteers, players, parents and spectators.

4. Extent of Our Policy

Our policy covers Club Responsibilities, code of behaviour (expectation both on and off the field) , at meetings, in the club rooms, at social events organised or sanctioned by the club (or our district, regional, state or national body), on away and overnight trips and any behaviour that brings or is likely to bring our club or sport into disrepute.

5. Club Responsibilities

- implement and comply with our policy;
- promote our policy to everyone involved in our club;
- promote and model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially;
- review this policy every 12 months; and
- seek advice from, and if necessary or appropriate, refer serious issues to the Great Southern Football League



Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national body request to be referred to them (e.g. conflict of interest).

6. Individual Responsibilities

In general, the following will be adopted and accepted by everyone in our club both on and off the field.

NON PLAYING MEMBERS - both financial & non-financial

Administrators/Member Club Officials

- Make sure coaches and officials are adequately trained and acknowledged for their efforts.
- Set the example by ensuring all The League's Rules, Regulations and procedures are in place.
- Administer discipline in a just, fair, and supportive manner.
- Be responsible for the conduct of your players, spectators, and officials.
- Respect the rights and dignity of every person.
- Be aware of your legal responsibilities.
- Executive & Junior Development Administrators & Officials working w/ Juniors - Ensuring all personnel have a current cleared "working with children check".

Coaches

- Always treat all players with respect. Refrain from any form of personal harassment or abuse.
- Do not ridicule players and provide feedback in a positive manner.
- Respect gender, ability, culture, background and religion.
- Abide by Umpire's decisions.
- Control your temper and don't use abusive language.
- Promote a climate of mutual support among your players and encourage them to respect one another.
- Adequately trained and accredited for coaching position held
- Ensuring all coaches have a current a cleared "working with children check".

Parents / Guardians

- Respect the rights, dignity and decisions of Coaches, Umpires, officials, and spectators.
- Abide by the Rules and respect the decision of Umpires.
- Conduct yourself in a responsible manner relating to language, temper, and attitude.
- Refrain from any conduct which could be construed as harassment and bullying.
- Respect gender, ability, culture, background and religion.
- Control your temper and don't use abusive language.
- Prompt collection of your child at the cessation of every training session.



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- Volunteer expectation (min 1 per child); 1 x 3hr period within club canteen at a Saturday home game. A self-nominated canteen roster will be available PRIOR to the commencement of the season.

Members & Spectators

- Encourage players to play according to the Rules and official decisions
- Do not ridicule Umpires, players or other spectators.
- Respect and abide by decisions of Umpires and officials.
- Respect rights and dignity of others.
- Do not use abusive language and refrain from any conduct which could be construed as harassment or bullying.
- Do not take any alcohol, bottles or glass onto the oval.

Inability to adhere to these guidelines for Non-Playing Members

Should the above guidelines not be abided by; persons will be approached by a member of the Executive Committee to discuss and resolve any behaviour that is deemed to be outside of our reasonable codes of conduct. Pending the matter, consequences may result in warnings, through to serious issues resulting in expulsion from the club; this will be at the discretion of the Executive Committee members.

PLAYING MEMBERS

Senior Players

- Respect the rights and dignity of fellow players, Coaches, Umpires, Administrators, officials, and spectators. Refrain from any conduct which could be construed as harassment and bullying.
- Abide by the Rules and respect the decision of Umpires.
- Conduct yourself in a responsible manner relating to language, temper, and attitude.
- Respect gender, ability, culture, background, and religion.
- Control your temper and don't use abusive language.
- Zero-tolerance policy in relation to all illicit drug use.
- Commitment to training expectations (unless otherwise jointly discussed) as set out by Senior Head Coach at start of each season with all players expected to present themselves at a level of fitness that is acceptable to the coaching personnel.
- Volunteer at least once per season to assist with Saturday night meal service / clean up.
- Players must be punctual and attend all games and training sessions (non attendance requires prior notification). Club apparel must be worn to all matches.
- Subs are to be paid in full by or at the first game of the season.
- Club insurance for players is only available if payment has been received. Note this doesn't cover income protection – you should seek your own advice regarding income protection.
- Attendance at match presentations (home) unless agreed otherwise, organised club events, dinners and fund raising activities is expected.



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- Selected players are to attend trainings and comply with GSFL conditions.
- If asked, senior players are to be available to mentor and support junior player development.
- Respect to the LCFC, club officials, fellow team mates, members, the league and others must be displayed at all times when using facebook, twitter or other social outlets or if you are interviewed or asked for comment.
- All concerns, issues or opinions are to be reported to a leadership group member who will inform club officials.

Inability to adhere to these guidelines for Senior Playing Members

Should the above guidelines not be abided by; persons will be approached by either Footy Operations Manager, Head Coach &/or President to discuss and resolve any behaviour that is deemed to be outside of our reasonable codes of conduct.

Pending the matter, consequences may result in warnings or missing games or worse case; de-registration of player membership & expulsion from the club. This will be at the discretion of Footy Operations Manager, Head Coach &/or President

Junior Players

- Respect the rights and dignity of fellow players, Coaches, Umpires, officials and spectators. Refrain from any conduct which could be construed as harassment and bullying.
- Abide by the Rules and respect the decision of Umpires.
- Conduct yourself in a responsible manner relating to language, temper and attitude.
- Respect gender, ability, culture, background and religion. Respect to the club, officials, fellow team mates and members must be displayed at all times when using social media.
- Control your temper and don't use abusive language.
- Commitment to training expectations as setout by Coach at start of each season.
- Zero-tolerance policy in relation to all illicit drug use and any underaged people consuming alcohol.
- Subs are to be paid in full by or at the first game of the season.
- Club insurance is only available if payment has been received.
- Coaching staff have a responsibility of care for junior payers during training and match times only. The club takes no responsibility for anything that occurs outside of these supervised times. Expectation is parents / guardian will collect their child at the cessation of training. Coaches / Club will not be responsible for your child after this time.
- All club coaches, trainers, runners and team managers are required to have a current "working with children check"
- Parent Volunteer expectation (min 1 per child); 1 x 3hr period within club canteen at a Saturday home game. A self-nominated canteen roster will be available PRIOR to the commencement of the season.
- All concerns, issues or opinions are to be reported to Junior Football Development with details located via <https://www.langhornecreekfc.com/club-personnel.html>
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Inability to adhere to these guidelines for Junior Playing Members

Should the above guidelines not be abided by; the player (with their parent &/or guardian) will be approached by either Team Coach, Jnr Footy Ops &/or President to discuss and resolve any behaviour that is deemed to be outside of our reasonable codes of conduct.

Pending the matter, consequences may result in warnings, through to serious issues resulting in expulsion from the club. This will be at the discretion of Team Coach, Jnr Footy Ops &/or President.

7. Complaints

Our club takes all complaints about on and off-field behaviour seriously. Our club will handle complaints based on the principles of procedural fairness (natural justice), that is:

- all complaints will be taken seriously;
- both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given full details of what is being said against them and have the opportunity to respond (give their side of the story);
- irrelevant matters will not be taken into account;
- decisions will be unbiased and fair; and
- any penalties imposed will be fair and reasonable.

More serious complaints may be escalated to the Member Protection Information Officer (MPIO) of the Great Southern Football League

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our club will need to report the behaviour to the police and/or relevant government authority and our state/national body.

8. Complaint Handling Process

When a complaint is received by our club, the person receiving the complaint (e.g. President &/or Secretary) will:

- listen carefully and ask questions to understand the nature and extent of the problem;
- ask what the complainant would like to happen;
- explain the different options available to help resolve the problem;
- maintain confidentiality but not necessarily anonymity.

Once the complainant decides on their preferred option for resolution, the club will assist, where appropriate and necessary, with the resolution process. This may involve:

- supporting the person complaining to talk to the person being complained about
- bringing all the people involved in the complaint together to talk objectively through the problem (this could include external mediation);
- gathering more information (e.g. from other people that may have seen the behaviour);



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- seeking advice from our district, regional, state and/or national body or from an external agency (e.g. Office for Recreation and Sport, and Play By The Rules.);
- if required - refer the complaint to the Great Southern Football League; and/or
- referring the complainant to an external agency such as a community mediation centre, police or anti-discrimination agency.

In situations where a complaint is referred to the Great Southern Football League and an inquiry is conducted, the club will:

- co-operate fully;
- ensure the complainant and respondent are not victimised;
- where applicable, ensure the complainant is not placed in an unsupervised situation with the respondent(s); and
- act on the Great Southern Football League recommendations.
- At any stage of the process, a person can seek advice from or lodge a complaint with an anti-discrimination commission or other external agency.

9. Appeals

The complainant or respondent can lodge one appeal against decisions or disciplinary measures imposed by our club to the Great Southern Football League. Appeals must be based on either a denial of natural justice, because of unjust or unreasonable disciplinary measure(s) being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision maker/club.