



GOOD SPORTS



HENLEY FOOTBALL CLUB Incorp.



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A Goods Sports Club committed to providing a healthier environment for families.

STATEMENT OF INTENT

The Henley Football Club exists for the promotion of football in the district and for the social benefits of members. Consistent with these aims the HFC is committed to providing an environment:

- That is safe for both adults and children
- That is free from harassment and abuse for everyone
- Promotes respectful and positive behaviour and values.

HENLEY FOOTBALL CLUB CODE OF CONDUCT

This document informs and guides Players, Coaches, Officials, Committee Members, Responsible Persons, Bar Staff, Supporters and Visitors about the **Henley Football Club** policies and procedures relating to:

- The responsible service of alcohol
- What behaviour is unacceptable at the HFC, including :
 - Discrimination and sexual harassment
 - Violence and aggression
 - Illicit Drugs
- Complaints Procedure
- Action that will be taken to address unacceptable behaviour at the HFC
- Shark rules Sub-Committee
- The provision of a safe and healthy environment for all.

Responsible Service of Alcohol

As detailed in our **Responsible Service of Alcohol Policy** (*Attachment 1 of this policy*) the **Henley Football Club** (HFC) will serve patrons in a responsible, friendly and professional manner. Thus Staff will **NOT SERVE** alcohol to:

- Any person under the age of 18 years.
- Any person who is intoxicated / drunk, disorderly or offensive.
- Any person without shoes or shirt/appropriate clothing.



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All complaints will be dealt with promptly, seriously, sensitively and confidentially (*Our complaint procedures are outlined in Attachment 2 of this policy*).

HFC aims to ensure our complaints procedure has integrity and is free of unfair repercussions or victimisation. If at any point in the complaint process the Shark Rules Sub-Committee considers that a complainant has **knowingly** made an untrue complaint or the complaint is vexatious or malicious, the matter may be referred to the **HFC Executive Committee** for appropriate action which may include disciplinary action against the complainant.

HFC will also take all necessary steps to make sure that people involved in a complaint are not victimised by anyone for coming forward with a complaint or for helping to sort it out.

Actions Taken to Address Unacceptable Behaviour

1st Breach - The offending person/people will be asked by a Committee Member/Responsible Person/Bar Staff to stop the unacceptable behaviour.

2nd Breach - The offending person/people will be refused service of alcohol. If it is considered that the offender may be intoxicated, they will be offered water, food and transport home via a ride from a taxi (free call), or with a friend/club member (as part of **HFC Safe Transport Policy**, Attachment 4).

3rd Breach – The offending person/people will be asked to leave the premises and offered a free call to a taxi service or a ride home with friend/club member.

All incidents that reach the 3rd Breach stage will be recorded on the Club Incident Register. Anyone asked to leave the club will be banned from the clubrooms for a minimum of two (2) weeks and will be required to attend an interview with the Shark Rules Sub-Committee.

Should the offender fail to leave the HFC premises when asked:

- a) They will be **warned** that the Police will be called if they do not leave in a taxi or with friend/club member.
- b) If the offender still does not leave then the Police **will** be called to remove them from the HFC premises.
- c) The offender will be barred from the HFC for a period of time at the discretion of the Shark Rules Sub-Committee.

Shark Rules Sub-Committee

A Sub-Committee has been convened to consider any incidents that result in a person being asked to leave the HFC premises or other incidents including harassment or discrimination. It consists of the following persons:

- Mark King (HFC Chairman)
- Geoff Pierson (HFC Vice President)
- Tony Dart (HFC Committee)
- Robert Pierson (Good Sports Patron and Chair)
- HFC Junior Committee member if appropriate.

In addition to discussions with the offending person, this Sub-Committee may call witnesses or utilise other sources of information in deciding if a greater penalty is to be imposed on the offending person.

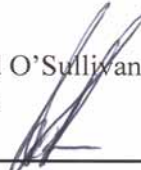
Policy Review

This policy will be reviewed bi-annually in conjunction with the **HFC Responsible Service of Alcohol, Illicit Drugs and Safe Transport Policies and Complaints Procedure** to ensure they remain relevant, practical and that they reflects community expectations and legal requirements.

Signed Mark King
Club Chairperson



Signed David O'Sullivan
Club President



Date 6th December 2007

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Attachments:

1. Responsible Serving of Alcohol
2. HFC Complaints Procedure
3. HFC Illicit Drugs Policy
4. HFC Safe Transport Policy.