



**GOOD SPORTS**



**HENLEY FOOTBALL CLUB Incorp.**



**GOOD SPORTS**

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

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## **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 behavior 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. 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.

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 victimization. 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 victimized by anyone for coming forward with a complaint or for helping to sort it out.

## Player Code of Behaviour

The HFC will provide a Safe Environment, maintain Responsible Behaviour and Fair Decision Making to protect the Rights of Club Members and Players.

### **Players are bound by the following Code of Conduct.**

Play in accordance with the Laws of the game.

Respect the Rights, Dignity and Worth of All participants regardless of their Gender, Ability, Cultural Background or Religion.

Treat others as you would like them to treat you.

Represent the HFC with pride on and off the field.

### **Control Your Temper:**

- Never argue with an Official or Umpire.
- Never engage in any type of violence on or off the field.
- Be a Good Sport.
- Do not take part in any Bullying.
- Respect the Facilities and Equipment of your own and opposition Club.

- Cooperate with All Members of the HFC.

### **Be Responsible for Your Actions.**

Should a listed HFC player breach the above Player Code of Behaviour or Code of Conduct - this breach will be reviewed by the Shark Rules Sub-Committee and a decision made on an appropriate response depending on the severity of the incident.

The response may include a reprimand or suspension from playing or suspension from the Henley Football Club

<b>Actions Taken to Address Unacceptable Behaviour</b>
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1<sup>st</sup> Breach – The offending person / people will be asked by a Committee Member / Responsible Person / Bar Staff to stop the unacceptable behavior.

2<sup>nd</sup> 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).

3<sup>rd</sup> 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 3<sup>rd</sup> 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.

## **Gender Diversity and Equality Policy**

The HFC will provide a Safe Environment, maintain Responsible Behaviour and Fair Decision Making to protect the Rights of Club Members and Players.

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 behavior and values.

HFC will be guided by the recommendation as set in the Australian Football League Gender Diversity Policy – AFLW and AFL.

The HFC also believes in equality and inclusion of all players when playing or being involved in the Henley Football Club.

## **Henley Football Club Illicit Drugs Policy**

The Henley Football Club aims to reduce or eliminate the hazards associated with illicit drugs in a way that is fair and consistent to all those using their facilities. Through implementation of this policy the Henley Football Club aims to reduce the factors that may lead to substance use and abuse by its players, members and supporters. Some of these factors are;

- The availability of illicit drugs
- Exposure to illicit drugs
- Social or peer pressure.

The Henley Football Club is a sporting club with strong links to the local community and every effort will be made to foster these relationships by maintaining the highest standards of personal and professional integrity. Adherence to this policy aims to encourage community participation, promote active and healthy lifestyles, and minimize the harm associated with illicit substance use.

The Henley Football Club takes a zero tolerance approach to the use, possession, sale and distribution of illicit drugs by any person within the Henley Football Clubrooms, change rooms, licensed areas, car park and surrounds. This also includes at any premises where the Henley Football Club is undertaking an official function, or where players, members and/or supporters are gathering as a result of their affiliation with the Henley Football Club. Any tolerance or involvement of activity contrary to this is viewed as entirely incompatible with

the standards of the Henley Football Club.

If any member of the Henley Football Club suspects that a person who is present at the Henley Football Club, or at another location when representing the Henley Football Club, and has possession of, distributes or uses illicit drugs they should report this to a member of the committee, or in their absence to the Responsible Person on duty. That person may then enforce the following consequences;

- On the first occasion;
  - Immediate removal from the premises.
  - A written ban from the Henley Football Club for a period of 3 months.
  - If the offending party is a player, this will extend to being banned from playing for the Henley Football Club for the period of the ban.
- On any subsequent occasion;
  - Immediate removal from the premises
  - A written ban from the Henley Football Club for a period of 3 months
  - If the offending party is a player, that person will no longer be a required player for the Henley Football Club
  - If the offending party is a member or office holder, their membership will be revoked and they will no longer be welcome at the football club.

The health and welfare of those involved with the Henley Football Club is the clubs highest priority. If any player, member, official or supporter requires assistance with substance abuse, the Henley Football Club will make every effort to support that person and assist them in seeking professional assistance if he or she so desires.

<b>Shark Rules Sub-Committee</b>
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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, player conduct or discrimination. It consists of the following committee members:

- Henley Football Club Chairman
- Henley Football Club President
- Henley Football Club Executive Committee Member
- Henley Football Club Football Committee Member
- Henley Junior Committee Member if appropriate

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

## Policy Review

The policy will be reviewed bi-annually in conjunction with the HFC Responsibility Services of Alcohol, Illicit Drugs, Gender Diversity Policy and Safe Transport Policies and Complaints Procedure to ensure they remain relevant, practical and that they reflect the community expectations and legal requirements.

**Signed:** George Charalabidis  
Club Chairperson

*G. Charalabidis*

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**Dated:** 28/07/2020

**Signed:** Rod Hill  
Club President

*R. Hill*

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**Dated:** 28/07/2020

### Attachments:

- Responsible Serving of Alcohol
- HFC Complaints Procedure
- HFC Illicit Drug Policy
- HFC Safe Transport Policy
- Gender Diversity Policy