



SMDFC Code of Conduct

The SMDFC (also known as 'the Club') Code of Conduct outlines the standard of behaviour accepted at the SMDFC that supports to build our culture and makes it easier to deal with conduct and behaviour issues as they arise.

Players, trainers, coaches, volunteers and officials are bound by the Code of Conduct on game day, during training and any SMDFC affiliated events.

Play in accordance with the VAFA Laws including by (but not limited to):

- Respect Umpires and Officials at all times including by, but not limited to
 - accepting decisions of the Umpire without dispute
 - encourage a safe, friendly and fun environment for all,
 - thanking umpires post game for their time,
 - encouraging teammates to behave in a like manner.
- Respect our Coaches and Trainers and volunteers at all times including, game days and training. This includes but is not limited to;
 - listening during team meetings and training sessions,
 - arriving at training and game day on time unless there has been pre-communication with the Coach.
 - notifying coaches if you are unable to attend- in a timely manner
 - respond on TeamApp in advance to assist planning
 - abstaining from abusive, insulting, threatening or obscene language or behaviour.
- Encourage a safe, friendly and fun environment for all Players, Officials, family and spectators including by (but not limited to):
 - controlling your temper and playing attitude;
 - refraining from sledging, bullying and other inappropriate discriminatory behaviour, unnecessary and aggressive physical activity;
 - focussing on your own performance and play as a team member;
 - applauding good play and the achievements of other Players, including the opposition;
 - avoiding voicing criticism of or ridiculing others, - including via social media;
 - consulting your Team Manager or Coach regarding any disagreement with a decision or direction or regarding any inappropriate behaviour;
 - respecting the facilities and equipment of your own and opposing Clubs; and
 - accepting any warning, penalty or punishment imposed without dispute and taking responsibility for your actions.
 - be conscious of your actions whilst representing the Club at games, training and affiliated events, including;
 - maintaining the Clubs reputation and history
 - your behaviour reflects on us as a club



In addition, all players, trainers, coaches, volunteers and other officials will;

- Play in accordance with the VAFA Rules of the Game.
- Never argue with an Official. If you disagree with a decision, you should ask the Team Captain or Coach to raise the matter at an appropriate time.
- Control your temper: Verbal abuse of Officials and negative talk to other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours.
- Never engage in any type of unnecessary physical activity, on or off the field.
- Work equally hard for yourself, the team and the club.
- Treat all participants as you would like to be treated.
- Cooperate with your Coaches, team-mates and opponents. Without them, there would be no competition.
- Participate for your own enjoyment and benefit and for the enjoyment and benefit of your teammates, not to please anyone else.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, cultural background or religion.
- Refrain from any form of bullying; including via the use of social media.
- Be prepared to be responsible for your actions.
- Do not participate in non-consensual behaviour.

I understand by attending SMDFC training, games and affiliated events, I agree to adhere to the SMDFC Code of Conduct. I understand that consumption of alcohol is not a reasonable response for engaging in inappropriate behaviour as described above and will not be tolerated.

Any behaviour at SMDFC inconsistent with the Code Of Conduct is not tolerated by the Club. We encourage players, trainers, coaches, officials, umpires and volunteers to raise matters where behaviours are inconsistent with the Code of Conduct.

Grievance Policy

The SMDFC (also known as 'the Club') is a place where everyone is welcome and encouraged to be themselves. We aim to create a safe and inclusive environment for all and any behaviour not in line with this will not be tolerated. A grievance is any type of concern related to SMDFC, which may relate to;

- Interpersonal matters relating to SMDFC
- Decision making relating to SMDFC

If you have a grievance with another member of the SMDFC we encourage you to try to speak to the person/s involved to resolve the matter informally. You should do this as soon as possible.



If you don't feel comfortable doing this, or the matter is not resolved by speaking with the party/ies involved directly, you can raise the matter with your SMDFC Team Rep, SMDFC Vice President or President. Contacts are available on the [SMDSC website](https://www.smdsc.com.au/committee-1) (<https://www.smdsc.com.au/committee-1>).

All reports will be handled confidentially to the extent possible and can be expected to follow a similar process to what is described below.

SMDFC Investigation Process

1. Reporting of Incidents:

- Any Club member, volunteer, spectator, or other person who witnesses or experiences behaviour that violates the club's Code of Conduct should promptly report the incident to a member of the Club's Committee.
- Incident reports can be submitted in writing, via email, or through discussion with a member of the Club's Committee.

2. Initial Assessment:

- The Club Committee will review the initial report to determine the severity and urgency of the situation.
- If immediate action is required for the safety of individuals or to prevent further harm, appropriate measures may be taken (e.g., suspension pending investigation).

3. Notification:

- The individual(s) involved in the incident will be informed in writing about the nature of the complaint and the initiation of an investigation.
- Confidentiality will be maintained to the extent possible while conducting a thorough investigation.

4. Investigation Team:

- An impartial investigation team, appointed by the club, will be responsible for conducting a fair and unbiased inquiry.
- The investigation team may include club officials, coaches, and external members with relevant expertise.

5. Interviews and Evidence Gathering:

- The investigation team will interview all relevant parties involved, including witnesses, to gather information and perspectives.
- Physical evidence, such as photos, videos, or written documentation, may be collected if available and relevant.

6. Review of Policies and Code of Conduct:

- The investigation team will refer to the club's Code of Conduct, and any applicable rules and regulations to assess the alleged violation.
- Previous incidents and patterns of behaviour may be considered in the evaluation.

7. Findings and Recommendations:



- The investigation team will compile a report summarising their findings and provide recommendations for appropriate action.
 - Recommendations may include disciplinary measures, education, or mediation, depending on the nature and severity of the behaviour.
8. Decision and Notification:
- The Club Committee will review the investigation report and make a decision regarding the appropriate course of action.
 - The individual(s) involved will be notified of the decision in writing, including any sanctions imposed.
9. Appeal Process:
- An appeal process may be available for individuals who disagree with the decision. The process for appeals should be clearly outlined in the club's policies.
10. Record-Keeping:
- All documentation related to the behaviour investigation, including reports, findings, and decisions, will be securely maintained by the club for a specified period.
11. Continuous Review and Improvement:
- The behaviour investigation process will be periodically reviewed to ensure its effectiveness, fairness, and alignment with the club's values.

Close Personal Relationships Policy

The SMFDC (also known as 'the Club') respects the privacy of its people and appreciates from time to time players, trainers, coaches, volunteers and officials may have close personal relationships with other members of the Club. Given there may be circumstances where one or more parties may hold a position of authority within the Club including being in a position to exercise influence on a relevant decision for that person, you are required to disclose these relationships with your Team Rep, the SMDFC Vice President or SMDFC President.

Coaching staff are subject to their own contractual arrangements relating to close personal relationships and will be managed as such.

Any disclosures under this policy will remain confidential to the SMDFC President and Vice president.