



GIPPSLAND LEAGUE

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Codes of Conduct

Updated 1 Jan 2024

PURPOSE

To ensure that all players, members, spectators, officials and volunteers have a very clear understanding of the process of submitting a complaint regarding an incident relating to the Gippsland League and its stakeholders.



GIPPSLAND LEAGUE

General Code of Conduct

All players that elect to participate in Gippsland League competitions will be bound under the following conditions and are expected to adhere to the policy and represent their member club and the League's best interests.

Registered players and members of the Gippsland League agree to:

- Participate by the Rules of the competition and governing bodies
- Treat other players and officials, with respect and are not to engage in disrespectful conduct of any sort including profanity, sledging, obscene gestures, offensive remarks, trash talking, taunting or other actions that are demeaning to other players, officials or supporters.
- Never argue with an official/umpire, always respect their decision. If you disagree, discuss the matter with your coach and or team manager after the game.
- Not interfere with, bully or take unfair advantage of another player/member.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

Registered players and members in the Gippsland League must not:

- 1) Engage in conduct which brings, or is likely to bring, the interests of Australian Football or Netball or the Gippsland League into disrepute;
- 2) Act in a manner which is, or is likely to be, prejudicial to the interests of Australian Football or Netball or the Gippsland League;
- 3) Verbally or physically abuse, threaten, assault or engage in violence with another person, intimidate another person or create a hostile environment.
- 4) Engage in conduct that damages the facilities and equipment made available to a player during training and competition.
- 5) Make or post inappropriate, offensive or discriminatory comments in public (including via Social Media) regarding any stakeholders of the Gippsland League

Players that breach the code of conduct may be issued a notice of breach by the Gippsland League or referred to an independent tribunal. Appendix 1 of the Gippsland League codes of conduct contain the penalties and process associated with a breach of the Code of Conduct.



GIPPSLAND LEAGUE

Coaches & Officials Code of Conduct

Coaches & Officials participating in the Gippsland League agree to:

- Attain the appropriate accreditation for that role as per the bylaws or affiliate regulations
- Support all efforts to promote a positive and supportive sports environment
- Not engage in verbal or physical abuse.
- Respect the rights of all players and treat them all equally and sensitively, regardless of their talent, gender, ethnic origin, physical capacity or cultural background.
- Participate by the Rules of the competition and governing bodies
- Treat other players and officials, with respect and are not to engage in disrespectful conduct of any sort including profanity, sledging, obscene gestures, offensive remarks, trash talking, taunting or other actions that are demeaning to other players, officials or supporters.
- Never argue with an official/umpire, always respect their decision. If you disagree, discuss the matter with your coach and or team manager after the game.
- Avoid unnecessary confrontation and allow match officials to control the game rather than retaliate against foul play.
- Maintain a thorough knowledge of the rules of the game
- Promote the safety, well-being and protection of all players, ensuring that no training and playing demands are detrimental to the social, emotional, intellectual and physical needs of the individual.
- Never abuse, verbally or physically, players, match officials or spectators in any way, shape or form. The Gippsland League and its affiliate clubs have adopted a zero-tolerance policy concerning this. Avoid confrontation, walk away and report breaches of this code to a club representative.
- Recognise the value of volunteer coaches, umpires and officials. Conduct yourself at all times in a manner in all situations, that shows leadership, respect for the game of Australian Football or Netball and respect for all those involved in the game – players, officials, parents and supporters.
- Never manipulate rules and regulations solely for personal gain or to obtain an unfair advantage for your club.
- Follow the advice of a qualified person when determining when an injured player is ready to play or train again.

Coaches/Officials that breach the code of conduct may be referred to the Gippsland League or independent tribunal. Appendix 1 of the Gippsland League codes of conduct contain the penalties and process associated with a breach of the Players Code of Conduct.



GIPPSLAND LEAGUE

Spectator & Parents Code of Conduct

Aligned spectators, parents of players and official members upon entering a Gippsland League matchday are part of an affiliated club and are expected to adhere to the Gippsland League codes of conduct and will be responsible for the penalties associated with breaching any of the below conditions.

Spectators & Parents are expected to:

- Not engage in abuse, verbal or physical, of players, match officials and of other spectators in any way, shape or form. There is a zero tolerance approach by the Gippsland League, and its affiliated clubs.
- Encourage players to play according to the rules - respect opposition players and match officials.
- Never ridicule, shout at or abuse any player for making a mistake or not winning
- Recognise the value of volunteer coaches, umpires and officials
- Respect officials' decisions - encourage children to do likewise. Never publicly criticise umpires, coaches and officials, raise your concerns with club officials in private.
- Not engage with another affiliated clubs officials regarding match incidents during or after a game. Speak to your club officials who will utilise the correct channels.
- Approach or engage with match officials before, during or after the match and engage in demonstrative or abusive behaviour
- Enter the playing venue during match play (not including breaks) unless they are listed on the official team sheet
- Condemn the use of violence, verbal abuse or vilification in any form - regardless of whether it is by spectators, coaches, officials or players.
- Respect the rights, dignity and worth of every young person - regardless of their gender, ability, cultural background or religion.
- Ensure you are aware and follow the correct processes to follow if you have an issue or complaint - do not perpetuate issues with gossip or general criticism.
- Support your club officials in maintaining the highest standard of behaviour both on and off the field
- Please use social media responsibly. Parents/guardians of players will not post inappropriate comments about the League or its members. Breaches of this policy may be investigated by the league and serious incidents referred to Police.



Spectators & Parents at the Gippsland League must not:

- 1) Engage in conduct which brings, or is likely to bring, the interests of Australian Football or Netball or the Gippsland League into disrepute;
- 2) Act in a manner which is, or is likely to be, prejudicial to the interests of Australian Football or Netball or the Gippsland League;
- 3) Verbally or physically abuse, threaten, assault or engage in violence with another person, intimidate another person or create a hostile environment.
- 4) Approach or engage with match officials before, during or after the match and engage in demonstrative or abusive behaviour
- 5) Not engage with another affiliated clubs officials regarding match incidents during or after a game. Speak to your club officials who will utilise the correct channels.
- 6) Engage in conduct that damages the facilities and equipment at the competition venue



Appendix 1

BREACHES

The Gippsland League may cite any registered member or persons in attendance at a Gippsland League affiliate sanctioned event including trainings and matchday. Members may issue a complaint to an alleged breach of this policy by submitting an informal complaint on the official complaint form. Any formal complaints relating to registered players and officials will be dealt with under the Netball Victoria and AFL Victoria member protection policies.

Clubs are responsible for the conduct of their players, parents/carers of players, coaches, officials and club supporters. Breaches of the Gippsland League Code of Conduct may result in penalties as listed below, including but not limited to:

Penalties for a breach:

- Requesting a person to change their behaviour
- Informal warning
- Reprimand
- Reprimand including fine
- Suspension (participating/attending)
- banning a person from entering a facility and/or attending future matches

Penalties are at the discretion of the Gippsland League Board of Management unless referred to an independent tribunal. In very severe cases a tribunal may also terminate matches / match results , Suspension of a player, team, official or club from the competition on a temporary or permanent basis.

Procedure for a breach:

The procedure for persons that are cited under this policy is:

- I. Notice of Review issued to alleged offending member through the elected club representatives
- II. Response provided by alleged offending member through the elected club representatives in writing
- III. Investigation (if necessary) at the discretion of the Gippsland League including:
 - a) By using any reasonable measures to establish the facts of the alleged incident (including by interviewing any relevant persons and taking witness statements).
 - b) By engaging a third party, appropriately qualified investigator to assist with an investigation.
 - c) Any other method at the discretion of the Gippsland League.
- IV. Response, any supporting evidence and notice of review provided to Gippsland League Board of Management for assessment.
- V. Gippsland League Board of Management provide a written response including either
 - a) Notice of Breach including any associated penalties
 - b) Referral to an Independent Tribunal
 - c) Notice of Dismissal