



SYDNEY RANGERS FC CODES OF CONDUCT

Last updated: June 2022

Sydney Rangers FC (**SRFC**) is committed to creating a comfortable, inclusive and positive environment on and off the football pitch. Our Codes of Conduct aim to establish a minimum standard of performance, behaviour, values and professionalism for the SRFC and any associated individuals.

The Codes of Conduct apply to all forms of organised football, events and communications channels under the SRFC, as well as the conduct and behaviour of Players, Coaches, Managers, Officials, Spectators and Members. They have been developed in alignment with our Member Protection Policy.

OUR VALUES

- We exist to play the beautiful game in a beautiful way
- We believe sport is for everyone, and everyone should have the opportunity to experience the positive health, fitness and social benefits of playing in a welcoming team environment
- We believe everyone should be respected and celebrated in relation to their ethnicity, race, nationality, sexual orientation, gender identity, HIV status, age, disability or religion.
- We believe everyone should be able to participate in a comfortable, supportive and inclusive team environment

SCOPE OF OUR CODES OF CONDUCT

These Codes cover behaviours and actions of players, coaches, members and representatives of Sydney Rangers FC acting in an official or representative capacity of the club both on the pitch, at official Club events (including immediately before and after these events) and on formal online channels.

The Committee will also consider findings by another body (e.g., Associations, police) if they consider the outcome has or may impact the integrity of the Club, its Members or the Committee.

PLAYERS CODE OF CONDUCT

1. Play by the rules. The rules are those adopted by Football Federation Australia. Resources relating to rules and regulations can be found on the Football Canterbury website:
<https://www.footballcanterbury.com.au/resources/>
2. Never argue with a referee or assistant referee. If you disagree, have your coach or manager approach the official on your behalf to deal with it through official channels.
3. Control your temper. Verbal abuse of officials, sledging other players, and deliberately distracting or provoking an opponent are not acceptable or permitted behaviours.
4. Work equally hard for yourself and your team. Your team's performance will benefit and so will you.
5. Be a good sport; which includes showing respect and consideration in language and behaviour towards all, recognise good plays whether they are part of your team or the opposition. Good sportsmanship also implies winning with character and losing with dignity.
6. Treat all participants as you would like to be treated. Do not bully or take unfair advantage of other competitors. Do not engage in inappropriate behaviour in language, gesture or action which intimidates or endangers others.



7. Cooperate with your coach, team-mates and opponents. Without them there would be no game.
8. Participate for your own enjoyment and benefit.
9. Respect the rights, dignity and worth of all participants regardless of their ethnicity, race, nationality, sexual orientation, HIV status, sex, age, disability or religion.
10. Acknowledge that, as a player, you are representing the club and, as such, you should display a manner which does not bring yourself, members of your team, or the Club into public disrepute or censure.
11. Upon registering with the club, you agree to this Code and you agree to abide by the rules set out by the organising authorities

COACHES CODE OF CONDUCT

1. Remember that players participate for pleasure and winning is only part of the fun.
2. Never ridicule or yell at a player for making a mistake or not winning.
3. Be reasonable in your demands on players' time, energy and enthusiasm.
4. Operate within the rules and spirit of the game and teach your players to do the same.
5. Ensure that the time players spend with you is a positive experience. All players are deserving of equal attention and opportunities.
6. Avoid overplaying the talented players; every player should have fair playing time. All coaches are to agree with their team a preferred system for substitutions, rotation policy, selection of starting team and approach for the finals series and communicate this to the SRFC Committee.
7. Display control, respect and professionalism to all involved with the sport. This includes opponents, coaches, officials, administrators, the media and spectators. Encourage your players to do the same.
8. Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition.
9. Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of players.
10. Any physical contact with a player should be appropriate to the situation and necessary for the player's development.
11. Acknowledge that, as a coach, you are representing the club and, as such, you should display a manner which does not bring yourself, members of your team, or the Club into public disrepute or censure.
12. Respect the rights, dignity and worth of all participants regardless of their ethnicity, race, nationality, sexual orientation, HIV status, sex, age, disability or religion.

MANAGERS AND OFFICIALS CODE OF CONDUCT

1. Compliment and encourage all players.
2. Be consistent, objective and courteous when making decisions.
3. Condemn unsporting behaviour and promote respect for all opponents.
4. Emphasise the spirit of the game rather than the errors.
5. Be a good sport yourself. Actions speak louder than words.
6. Always set an example. Your behaviour and comments should be positive and supportive.
7. Place the safety and welfare of players above all else. Acknowledge that, as a Manager/Official, you are representing the club and, as such, you should display a manner which does not bring yourself, members of your team, or the Club into public disrepute or censure.
8. Give all players a 'fair go' regardless of their ethnicity, race, nationality, sexual orientation, HIV status, sex, age, disability or religion.



SPECTATORS CODE OF CONDUCT

1. Remember that people participate for their enjoyment and benefit, not yours.
2. Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.
3. Respect the decisions of officials and encourage players to do the same.
4. Never ridicule or scold a player for making a mistake. Positive comments are motivational.
5. Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
6. Show respect for your team's opponents. Without them there would be no game.
7. Encourage players to follow the rules and the officials' decisions.
8. Do not use foul language, sledge or harass players, coaches or officials.
9. Respect the rights, dignity and worth of all participants regardless of their ethnicity, race, nationality, sexual orientation, HIV status, sex, age, disability or religion.
10. Acknowledge that, as a spectator, you are representing the club and, as such, you should display a manner which does not bring yourself, members of your team, or the Club into public disrepute or censure.

HARASSMENT

Every Player and Member of the SRFC has the right to participate in an environment free from harassment or intimidation. The SRFC does not tolerate harassment in connection with any Sydney Rangers FC event, whether that is on-field or off-field activities.. All Members are expected to conduct themselves accordingly:

- Personal harassment behaviour includes communication (in-person or online), conduct or gesture that is insulting, intimidating, humiliating, hurtful, malicious, degrading, or otherwise offensive to an individual or group of individuals.
- Sexual harassment behaviour involving unwelcome sexual advances, requests for sexual favours or other communication or physical conduct of a sexual nature when such conduct might be expected to cause unreasonable embarrassment, insecurity, discomfort, offense or humiliation to another person or group.
- These Codes extends to digital communication channels set up specifically for communicating between SRFC Members e.g., group chats to organise our winter competition squads or interstate/international tournaments.

PROCEDURE FOR MEMBER COMPLAINTS & ADJUDICATION

The SRFC Committee has established procedures for anyone to register complaints and to adjudicate issues related to the Codes of Conduct for any SRFC Member::

- At SRFC sanctioned events, including but not limited to training, games, fundraisers, team bonding, or
- when they are representing SRFC, including but not limited to attendance at CDSFA events, participating in Pride events or representing the club at community events e.g., Fair Day, or;
- conducting business on behalf of SRFC, including but not limited to dealings with partners (e.g., when hiring pitches and venues for SRFC, with current and potential sponsors and suppliers for services and goods for SRFC.



If you believe that you have a valid complaint, or feel that you should intervene on behalf of another individual, please contact a member of the Committee, who can initiate the process laid out in our Member Protection Policy. You can contact the Committee by emailing committee@sydneyrangersfc.com.au.

The Committee will consider the complaint and will take appropriate action, up to and including disciplinary action in accordance with SRFC's Constitution which may result in suspension or expulsion if it is found there was behaviour that violates our Codes of Conduct. The Committee will handle complaints with privacy, courtesy, and without animosity on a case by case basis.

All potential issues should be addressed to committee@sydneyrangersfc.com.au or to an individual committee member.

If your complaint relates to a Member of our Committee, please contact our Club Registrar [registrar@sydneyrangersfc.com.au] who will deal with the complaint appropriately.

If your complaint relates to a potential criminal offence you should first contact NSW Police or the relevant authorities. If an accusation of a criminal nature has been made, the Committee will make an assessment on whether the Member(s) can continue in their role and in what capacity pending the outcome of SRFC's investigation and/or the outcome of any criminal investigation by the relevant authorities.