

MFNC Code of Conduct

This Code of Conduct is to protect and strengthen the reputation of the Montmorency Football & Netball Club, by establishing a standard of performance, behaviour and professionalism for its Committee, Coaches, Players & Supporters. The Code of Conduct is the expected behaviour of all individuals involved at MFNC and its principles are expected to be always adhered to. The committee of the Montmorency Football & Netball Club (MFNC) has developed this Code of Conduct

Representing the Club

When representing the MFNC you are expected to behave in a manner that upholds the reputation of this club. You are representing the MFNC when you are in the following situations:

- When dressed in club attire or in anything that links you to the club, includes on field and off field apparel
- When you are inside the club premises.
- As any part of any representative team player, coach or official
- When you are supporting the club at any home and away or finals fixture
- When attending any function on behalf of the club.
- When conducting any fundraising activities on behalf of any section of the club
- When you are at any event organised by the Club or the Northern Football Netball league ('NFNL')

Respecting Clubrooms & Facilities

- We expect all players, coaches, officials and supporters that frequent and use the Club's rooms and facilities will do so in a responsible and respectful manner.
- Any behaviour that could be viewed as intimidating to person or property or damaging to person or property will be met with a strictly 'no tolerance' attitude from the MFNC Committee.

Respecting Clubrooms & Facilities of Opposition Clubs

- We expect that all players, coaches, officials and supporters to show the same standard of respect and behaviour while visiting and using other Club's facilities and rooms.
- Any person representing the MFNC observed to be acting in a manner construed to breach this code to may be subject to disciplinary action.

Alcohol

- We are committed to conducting its activities in a manner that encourages responsible service and consumption of alcohol.
- The Club accepts that it occupies a community leadership position in setting standards for a wide range of social and sporting behaviours.
- Establishing benchmarks for responsible alcohol consumption and reducing the harm associated with excessive alcohol consumption is in the interests of the Club at all levels and the wider community.
- As such; participating Players, Coaching Staff and Committee attending Training Sessions and Match Days, must do so with no impairment from the effects of alcohol.
- Unacceptable behaviour resulting whilst under the influence of alcohol will not be tolerated by the Club, and any such offender will be subject to disciplinary action.

Drugs

- Any Official, Coach, Player or Member who is found consuming or in possession of illicit drugs, or acting under the influence of illicit drugs (other than drugs which have been prescribed on medical grounds), will in the absence of mitigating circumstances, be deemed to be committing an act of gross misconduct and will render themselves subject to the disciplinary consequences of the Club.

Bullying Policy

- Every person in sport, in every role, has the right to participate in an environment that is fun, safe and healthy, and to be treated with respect, dignity and fairness.
- Bullying denies participants these rights and can result in feelings of disgrace, embarrassment, shame or intimidation.
- Bullying can also affect an individual's athletic performance, level of enjoyment, work or school life, academic achievement and physical and mental health.
- The MFNC takes the issue of Bullying very seriously.

Communication

- Communication is the life blood of any organisation, and it is the desire of the MFNC to try and make communication within the club as strong as possible. We place a great deal of importance on communication and the committee of the MFNC are always interested in the feedback from everyone in our community.
- As is inevitable with such a large group of people there will be issues that arise from time to time which need to be addressed.
- If you have an issue that you wish to bring to the attention of the committee, please put in a brief written statement and then give (send) it to a committee member.
- It is important to note that the only people who are authorised to engage in any correspondence on behalf of the MFNC are the elected executive committee of the MFNC.
- Under no circumstances is any unauthorised person(s) to engage in correspondence with the NFNL, AFL Victoria, any other clubs, Council bodies, any Media bodies etc on behalf of the MFNC.

Social Media

- Social Media is a rapidly expanding form of communication, and we appreciate that participation in Social Media by Club Officials, members and players will continue to increase.
- If you chose to participate in any form of Social Media the MFNC expects you to adhere to the standards set out in this Policy when referencing your association with the MFNC, Northern Football Netball League (NFNL), any of the leagues clubs or any individual affiliated to the league or Clubs.
- Social Media includes but is not limited to:
 - o Discussion Forums such as Big Footy
 - o Any form of Blogging or Microblogging on websites such as Twitter
 - o Social networking such as Instagram & Facebook
 - o Video and Photo sharing websites such as Flickr and You Tube
- While all individuals are welcome to participate in Social Media, it is expected that everyone who participates in online commentary in relation to activities involving the MFNC, and its Stakeholders shall respect and adhere to the following simple but important guidelines.
- These guidelines are in place to assist in achieving our overall goal, that is: to participate online in a respectful, relevant way that protects the reputation of the MFNC and the individuals within it.

Any breach of the above guidelines may result in disciplinary action against the offending party at the discretion of the MFNC Executive and/or the Northern Football Netball League Board.

Our Key Behaviour Principles

1. Players ensure the game is played and conducted in accordance with disciplined and sporting behaviour
2. Ensure that the spirit of the laws of the game are upheld and adhered too.
3. No individual shall not repeatedly breach the laws of the game;
4. shall accept and observe the authority and decisions of umpires and officials of the NFNL
5. shall not publish or criticise the way an umpire handled a game.
6. shall not publish or cause to be published criticism of the way the Committee or the NFNL body handled or resolved any dispute or disciplinary matter resulting from a breach of the of the laws of the game.

7. The club does not condone the use of recreational drugs. It is expected that as a member of the Club you will respect the Club's clear stance on this issue. Use or proliferation of recreational drugs in any situation where you are representing the Club is unacceptable and represents a violation of this code.

8. shall not abuse, threaten harass or intimidate an umpire or NFNL official, or spectators whether on or off the field of play.

9. shall not use crude or abusive language or gestures towards referees, NFNL official or spectators.

10. shall not do anything which is likely to intimidate, offend, insult, humiliate or discriminate against any other Person on the ground of their religion, race, colour or national or ethnic origin

11. shall not to do anything which adversely affects the Clubs management committee, any subcommittee or any commercial partner of the club.

Sanctions & Penalties

If you are a player thought to have violated this Code you may be required to appear before the clubs Committee and / or the player's "leadership group". The Club's Committee and player leadership group will administer penalties for any breach in the Code of Conduct as appropriate, and can include:

- Reprimand
- Direction to make a verbal or written apology
- Direction to undergo Counselling
- Fine
- Suspension
- Expulsion and/or termination of Contract
- Such other sanctions as deemed appropriate