



RCFC Member Conduct Policy and Procedure

Players, Team and Club Officials

1. Purpose

This policy establishes the expected standards of conduct for players, team officials, club officials participating in or attending football matches conducted by the Club.

The policy aims to:

- Promote respect, fairness and good sportsmanship
- Provide a safe and inclusive environment for all participants
- Support the integrity of football competitions
- Ensure compliance with the policies and regulations of Football Australia, Football NSW and Eastern Suburbs Football Association (ESFA)
- Protect and promote the integrity and good standing of Randwick City Football Club

2. Policy Authority and Alignment

2.1 This policy operates in conjunction with the following governing documents:

- Football Australia **National Code of Conduct**
- Football Australia **Spectator Code of Behaviour**
- Football Australia **Member Protection Framework**
- Football NSW **Grievance and Disciplinary Regulations**
- Football NSW **Competition Regulations**
- ESFA **Competition and Behaviour Rules**

Where any inconsistency occurs, the regulations and policies of Football Australia, Football NSW and ESFA prevail.

2.2 This Policy is consistent with Section 13 of the Randwick City Football Club Constitution; Disciplining Members.(Annexure A)

3. Scope

This policy applies to:

- Registered players

- Coaches and team officials
- Club committee members and volunteers

The policy applies during:

- Competition matches
- Friendly matches
- Training sessions
- Tournaments and club events
- Any football-related activity organised by the club.

5. Player Code of Conduct

Players must:

1. Play according to the Laws of the Game.
2. Respect referees, assistant referees and match officials at all times.
3. Accept match officials' decisions without dissent.
4. Demonstrate good sportsmanship towards opponents and teammates.
5. Refrain from abusive, threatening or discriminatory language.
6. Avoid violent conduct, intimidation or aggressive behaviour.
7. Follow instructions from coaches and team officials.
8. Respect club facilities, equipment and venues.
9. Represent the club with integrity both on and off the field.
10. Support a safe and inclusive football environment.

Prohibited Player Conduct

The following behaviour is considered misconduct:

- Verbal abuse of match officials
- Dissent toward referees
- Fighting or violent conduct
- Spitting at another participant
- Racist, sexist or discriminatory remarks
- Deliberate damage to facilities

- Unsporting behaviour bringing the game into disrepute.

Such conduct may be reported under Football NSW disciplinary processes.

6. Coach and Team Official Conduct

Coaches and team officials must:

1. Promote respect for referees and opponents.
2. Provide a positive and supportive environment for players.
3. Demonstrate appropriate sideline behaviour.
4. Avoid verbal abuse, harassment or intimidation.
5. Refrain from disputing referee decisions in an aggressive or inappropriate manner.
6. Comply with Football NSW and ESFA regulations.
7. Ensure players and spectators associated with their team behave appropriately.

Coaches and officials serve as role models and must set the standard for behaviour.

9. Incident Reporting

Any misconduct witnessed should be reported to a club official or committee member.

The Committee may decide that serious incidents may be reported to ESFA or Football NSW for review under their disciplinary frameworks (if this has not already occurred).

10. Disciplinary Action

Where misconduct occurs, the club may implement one or more of the following disciplinary action ensuring due process as required by the Constitution:

For Players

- Verbal warning
- Formal written warning
- Suspension from matches
- Suspension from training
- Referral to ESFA disciplinary processes
- Deregistration from the club

For Coaches or Club Officials

- Formal warning
- Suspension from coaching duties
- Removal from team role
- Referral to ESFA or Football NSW
- Removal from the Club

Any disciplinary action affecting a member's participation, membership, suspension or removal from the Club must be undertaken in accordance with Section 13 of the Club Constitution and the principles of procedural fairness.

11. Appeals

Consistent with the Constitution the formal appeals process will be followed.

12. Policy Review

This policy will be reviewed annually by the club committee to ensure continued alignment with:

- Football Australia policies
- Football NSW regulations
- ESFA competition requirements.

13. Confidentiality

All complaints, reports, investigations and disciplinary matters arising under this policy must be treated as confidential by all parties involved.

Information relating to an incident must only be disclosed to individuals who reasonably require the information in order to:

- assess or investigate the matter;
- make decisions regarding disciplinary action;
- comply with club governance requirements; or
- fulfil obligations to Football Australia, Football NSW or Eastern Suburbs Football Association.

The club will take reasonable steps to protect the privacy of individuals involved in any complaint or disciplinary process.

However, confidentiality may be waived where disclosure is required by law or by a lawful request from a regulatory authority;

14. Publication of Policy

This policy will be circulated to coaches, team officials and club members. The policy will be published on the club website.

ANNEXURE A: Excerpt from Randwick City Football Club Constitution

Section 13: Disciplining of members

13.1 A complaint may be made to the committee by any person that a member of the association: a) b) Has refused or neglected to comply with a provision or provisions of this constitution, or Has willfully acted in a manner prejudicial to the interests of the association

13.2 The committee may refuse to deal with a complaint if it considers the complaint to be trivial or vexatious in nature

13.3 If the committee decides to deal with the complaint, the committee: a) b) c) Must cause notice of the complaint to be served on the member concerned, and Must give the member at least 14 days from the time the notice is served within which to make submissions to the committee in connection with the complaint, and Must take into consideration any submissions made by the member in connection with the complaint

13.4 The committee may, by resolution, expel the member from the association or suspend the member from membership of the association if, after considering the complaint and any submissions made in connection with the complaint, it is satisfied that the facts alleged in the complaint have been proved and the expulsion or suspension is warranted in the circumstances

13.5 If the committee expels or suspends a member, the secretary must, within 7 days after the action is taken, cause written notice to be given to the member of the action taken, of the reasons given by the committee for having taken that action and of the member's right of appeal under clause 12

13.6 The expulsion or suspension does not take effect: a) b) c) Until the expiration of the period within which the member is entitled to appeal against the resolution concerned, or If within that period the member exercises the right of appeal, unless and until the association confirms the resolution under clause 15, whichever is the later Right of appeal of disciplined member

13.7 A member may appeal to the association in general meeting against a resolution of the committee under clause 11, within 7 days after notice of the resolution is served on the member, by lodging with the secretary a notice to that effect

13.8 The notice may, but need not, be accompanied by a statement of the grounds on which the member intends to rely for the purposes of the appeal 6

13.9 On receipt of a notice from a member under sub-clause 15.1 the secretary must notify the committee which is to convene a general meeting of the association to be held within 28 days after the date on which the secretary received the notice

13.10 At a general meeting of the association convened under sub-clause 15.3 a) b) c)
No business other than the question of the appeal is to be transacted, and The
committee and the member must be given the opportunity to state their respective
cases orally or in writing, or both, and The members present are to vote by secret ballot
on the question of whether the resolution should be confirmed or revoked

13.11 The appeal is to be determined by a simple majority of votes cast by members of
the association