

## University of Tasmania Soccer Club Member Protection Policy

The Tasmanian University Soccer Club(TUSC) operates as an affiliated body of the Football Federation Australia (FFA) and its subordinate body Football Federation Tasmania (FFT). AS such it is governed by the policies of those bodies including the Member Protection Policy of FFA. This policy is available at the FFA and the FFT websites.

FFA's member protection policy is comprehensive and covers;

- Child protection
- Identification of risk
- Promoting participation in service development
- Taking images of children
- Discrimination and harassment
- Intimate relationships
- Pregnanacy
- Gender identification including intersex status
- Alcohol use and abuse
- Smoking
- Bullying and
- Use of social media

The FFA policy incorporates the national codes of conduct and they have been adapted in this document to make them particularly relevant to the TUSC. These codes govern the behaviour of our officials, players, coaches, volunteers and spectators.

In the case of junior teams there are particular codes of conduct issued by FFA and its affiliates including the Central Region and we are committed to these.

The principles and commitments detailed in the FFA policy are part of our framework. The TUSC accepts and is committed to all of the FFA policies.

### Complaints and Dispute Resolution

FFA has a complaints and dispute resolution process and this process is available to all of our members. Details of the FFA process are available at their website and assistance can be provided by the Club Chairperson in accessing these if needed.

Additionally the TUSC has established a complaints and dispute resolution process to operate within the club. This process is managed by the Executive Committee of the club and coordinated by a member protection officer appointed annually by the Committee. This person will report directly to the club Chairperson in relation to any complaints or alleged breaches of the Club's policies. Should

the complaint be in relation to the Chairperson then the member protection officer will report to the Club President.

The Committee will make known the name and contact details of the member protection officer.

Any person may report a complaint about a member if they reasonably think that person has breached the policy.

A complaint can be made either orally or in writing. However, if the complaint is oral that it will be documented and the complainant will be given a copy of the documentation to ensure that it is an accurate reflection of the issues.

All complaints will be recorded and be dealt with promptly and where necessary confidentially. Any information regarding the complaint will be dealt with sensitively. In recognition of the need for procedural fairness the person or group about whom the complaint is being made (the respondent) will, wherever possible, be given the opportunity to reply to the complaint. If the complaint is of such a nature that it would be a breach of confidentiality to allow the respondent a right of reply then the nature of the complaint will not be disclosed.

If a complaint involves an alleged breach of the law then the appropriate body will be contacted regardless of the undertaking to provide confidentiality.

Where mediation is necessary to resolve a dispute this will be undertaken within the limits of the resources available within the TUSC.

Should a complaint be found to be sustained the application of disciplinary measures, if appropriate, will be at the discretion of the Executive Committee of the TUSC.

## Coaches Code of Conduct

In addition to the FFA Code of Conduct, you must meet the following requirements during any activity and in your role as a coach of the Tasmanian University Soccer Club (TUSC):

- (a) Operate within FFA and TUSC rules and promote integrity and good character amongst participants.
- (b) Encourage and support opportunities for participants to learn appropriate behaviours and skills in all aspects of the sport.
- (c) Treat each participant as an individual. You will refrain from any form of harassment towards the players. You will refrain from any foul and/or abusive language and will refrain from arguing with match officials regarding decisions they make.
- (d) Help each participant reach their potential - respect the talent, developmental stage and goals of each individual and encourage with positive and supportive feedback.
- (e) Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with participants under the age of 18 years.
- (f) You will avoid any physical contact with the players and should it be required it will be appropriate to the situation and the players skill development.
- (g) Place the safety and welfare of the participants above all else.
- (h) Adopt appropriate and responsible behaviour and ensure that your decisions and actions contribute toward creating an environment which minimises participant behaviour likely to bring the game of football into disrepute. Such behaviour is not to be tolerated and includes:
  - i. Discriminatory behaviour, including public disparagement of, discrimination against, or vilification of, a person on account of their gender, ability, cultural background or religion;
  - ii. Offensive behaviour, including abusive, obscene, harmful, provocative or insulting gestures, language or chanting;
  - iii. Unwelcome physical contact or harassment which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances;
  - iv. Abuse of position to obtain personal benefit; or
  - v. Any other conduct, behaviour or statement that materially injures the reputation and goodwill of the TUSC or football generally.

## **Participants Code of Conduct**

In addition to the General Code of Behaviour of Football Federation Australia, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by the Tasmanian University Soccer Club (TUSC, )FFT or FFA:

- (a) Respect the rights, dignity and worth of fellow participants, coaches, officials and spectators.
- (b) Respect the talent, potential and development of fellow team members and competitors.
- (c) Care and respect the equipment provided to you as part of your program.
- (d) Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- (e) Maintain honesty in your attitude and preparation to training. Work equally hard for yourself and your team.
- (f) Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.
- (g) Ensure that you do not exhibit behaviour that is likely to be construed as bringing the FFA or the game of football into disrepute. This includes refraining from any foul and/or abusive language and from arguing with match officials regarding decisions they make.

## Officials Code of Conduct

This policy covers committee members and officials of the Tasmanian University Soccer Club(TUSC). It is not designed to cover match officials. In addition to the General Code of Behaviour of Football Federation Australia (FFA), you must meet the following requirements in regard to your conduct during any activity held or sanctioned by the TUSC and/or FFA in your role as an

(a) Encourage and support opportunities for participants to learn appropriate behaviours and skills in all aspects of the sport.

(b) Treat each participant as an individual.

(c) Help each participant reach their potential - respect the talent, developmental stage and goals of each individual and encourage with positive and supportive feedback.

(d) Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with participants under the age of 18 years.

(e) Place the safety and welfare of the participants above all else.

(f) Maintain consistency and impartiality when making decisions

(g) Address unsporting behaviour and promote respect for all participants

(h) Adopt appropriate and responsible behaviour and ensure that your decisions and actions contribute toward creating an environment which minimises participant behaviour likely to bring the TUSC or the game of football into disrepute. Such behaviour is not to be tolerated and includes:

i. Discriminatory behaviour, including public disparagement of, discrimination against, or vilification of, a person on account of their gender, ability, cultural background or religion;

ii. Offensive behaviour, including abusive, obscene, harmful, provocative or insulting gestures or language;

iii. Intimidation of match officials, coaches or administrators or the use of actions to pressure a match official, coach or administrator to take or omit to take certain action regardless of where such action is taken;

iv. Unwelcome physical contact or harassment which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances;

v. Abuse of position to obtain personal benefit;

vi. Any other conduct, behaviour or statement that materially injures the reputation and goodwill of the TUSC or football generally.

## Parent/Guardian Code of Conduct

As a parent of a player registered and playing with the Tasmanian University Soccer Club (TUSC) you are subject to a code of conduct set down by Football Federation Australia (FFA) and endorsed by the TUSC. There is detailed information of the underpinnings of this policy in FFA policy documents. However, as a parent/guardian the essence of the policy that you will:

- (a) Remember that your child participates in the sport of football for their enjoyment and not yours.
- (b) Treat your child the same irrespective of them winning or losing.
- (c) Try to have fun when you are around your children at competitions. Well-directed humour can be a great de-stressor.
- (d) Get involved in appropriate ways if your child or the coach behaves in unacceptable ways during competitions.
- (e) Let the coach do the coaching
- (f) Understand that children will benefit from a break sometimes and that involvement in other sports is acceptable.
- (g) Be there when your child performs poorly. Be an understanding listener rather than a critic, judge and/or fixer.
- (h) Be prepared to give your child some space so that he/she can grow and develop as an independent person. Occasionally let your child compete without you being there and hovering over them.
- (i) Let your child know that your love for them is not associated with their sporting performances. Emphasise the good things your child did in preparing for and during the competition.
- (j) Avoid forcing your child to go to training, if they are sick of training find out why and discuss it with them.
- (k) Refrain from using any foul and/or abusive language and refrain from arguing with match officials or other spectators.

## **Spectator Code of Conduct**

Spectators of matches involving the Tasmanian University Soccer Club (TUSC) are expected to behave in a manner endorsed by the TUSC. Spectators are expected to be supportive of players and the club. As spectators you will:

- (a) Remember that players participate in the sport of football for their enjoyment.
- (b) Let the coach do the coaching
- (c) Refrain from using any foul and/or abusive language and refrain from arguing with match officials or other spectators.
- (d) Not encroach on the pitch area during a game or throw any object onto the pitch (other than returning a ball to play)
- (d) Accept any direction from match managers
- (e) Not smoke or drink alcohol except in designated areas
- (f) Get involved in appropriate ways if a player or the coach behaves in unacceptable ways during competitions.