

<b>POLICY CATEGORY</b>	<b>Member Protection</b>		
<b>POLICY TITLE</b>	<b><i>Behaviour</i></b>		
<b>DOCUMENT NO</b>	1.1	<b>VERSION</b>	2
<b>CONTACT</b>	<a href="#">Management Committee</a>		
<b>IMPLEMENTATION DATE</b>	01 Jan 2019		
<b>FIRST ISSUED</b>	9 Nov 16	<b>REISSUED</b>	01 Jan 2019
<b>RELATED DOCUMENTS</b>	1 – All subsets of Member Protection 7.8 – Recordkeeping		
<b>AUTHORITY</b>	<p><i>Football Federation of Australia:</i></p> <ul style="list-style-type: none"> <li>• <a href="#">Member Protection Policy</a></li> <li>• <a href="#">Code of Conduct</a></li> <li>• <a href="#">Spectator Code of Behaviour</a></li> <li>• <i>Fact Sheets</i> <ul style="list-style-type: none"> <li>○ <a href="#">Respect – Match Officials</a></li> <li>○ <a href="#">Respect – Senior Players</a></li> <li>○ <a href="#">Respect – Junior Players, Parents, Coaches and Managers</a></li> </ul> </li> <li>• <a href="#">Statutes and Regulations</a></li> </ul> <p><i>Football Queensland</i></p> <ul style="list-style-type: none"> <li>• <a href="#">Member Protection Policy</a></li> <li>• <a href="#">Policies and Procedures</a></li> </ul> <p><i>Sunshine Coast Football:</i></p> <ul style="list-style-type: none"> <li>• <a href="#">Competition Rules</a></li> <li>• <a href="#">Players and Officials Code of Conduct</a></li> <li>• <a href="#">Policies and Procedures</a></li> </ul>		

<b>Scope</b>	This policy applies to all Committee Members, Coaches, Managers, Players, Club Members and Visitors.
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Purpose	<p>This document reflects that Bribie Island Soccer Football Club standards of behaviour for participants and stakeholders are consistent with the national, state and local frameworks.</p> <p>This policy aims to promote high standards of behaviour at games, training sessions, carnivals and club social events. It also establishes an equitable and consistent approach to addressing unsatisfactory behaviour.</p> <p>The club accepts the responsibility and the expectations of the community in maintaining public confidence in the honest and professional conduct of matches or in the integrity and good character of its participants.</p>
Responsibilities	<p><b>Management Committee</b></p> <p>Committee members will ensure that national, state and local regulations pertaining to code of conduct are available to Coaches, Managers, Players, Club Members and Visitors via the club handbook and website.</p> <p>The Management Committee is responsible for managing the behaviour of the committee members in line with the Rules of Association. It is noted that committee members can operate in more than one role and committee members should note that matters can be referred to a disciplinary committee for consideration.</p>
	<p><b>Coaches, Managers, Players, Club Members, Officials and Visitors</b></p> <ul style="list-style-type: none"> <li>• Make themselves aware of the contents of these documents</li> <li>• Comply with all relevant provisions</li> <li>• Consent to screening requirements</li> <li>• Place the safety and welfare of children above other considerations</li> <li>• Be accountable for their behaviour</li> <li>• Follow the directions of club officials and ground officials.</li> </ul>
Process	<p><b>Code of Conduct</b></p> <p>The national, state and local regulations pertaining to the code of conduct set the standards of behaviour at this club. Please refer to the authority links at the top of this document.</p> <p>In addition to these regulations the Position Statements and the Club Handbook makes clear the codes of behaviour and responsibilities expected at the Club.</p>

	<p><b>Management Action in relation to a Breach</b></p> <p>All Coaches, Managers, Players, Club Members, Officials and Visitors are bound by the rules of conduct of the club. In the event that a breach does occur the Management Committee will:</p> <ul style="list-style-type: none"> <li>• Using available information review the breach, including ensuring the principles of natural justice and procedural fairness are applied.</li> <li>• Determine, by majority vote, whether the matter requires a written first warning. <ul style="list-style-type: none"> <li>○ In the event of violent or illegal behaviour immediate expulsion will be advised by the management committee.</li> </ul> </li> <li>• In instances where a written first warning has been provided and this represents a second breach, refer for disciplinary action. At this time the membership of the disciplinary committee will also be decided. <ul style="list-style-type: none"> <li>○ In making this determination committee must declare any conflicts of interest. Where a conflict exists the committee member may not participate in this decision.</li> </ul> </li> <li>• A disciplinary committee of at least three people is to review the situation to determine any disciplinary action.</li> </ul>
	<p><b>Discipline</b></p> <p>When a disciplinary committee is considering a situation and they have determined grounds for disciplinary action, they are to decide sanctions in line with a three strikes policy.</p> <p>That is:</p> <ul style="list-style-type: none"> <li>• First Strike – Written first warning from the Management Committee has already been issued. This warning must have detailed that the behaviour is inappropriate and provided reference to the rules and the expected behaviour.</li> <li>• Second Strike – Written second warning that the behaviour is inappropriate and any appropriate sanctions. For players this will be a two week suspension (including from training).</li> <li>• Third Strike – Suspension (period of time) or Expulsion (never to come back) from the club.</li> </ul>
	<p><b>Review</b></p> <p>The club will regularly:</p> <ul style="list-style-type: none"> <li>• Review and implement a child and youth risk management strategy to determine what additional actions are required to minimise and prevent risk of harm to children.</li> <li>• Update this policy, the club handbook, website and any other documents to ensure that all volunteers and club members are aware of their responsibilities.</li> </ul>
	<p><b>Making a Complaint</b></p> <ul style="list-style-type: none"> <li>• You may lodge a complaint in accordance with our complaints handling policy.</li> <li>• When lodging your complaint it is important that you provide your full name and contact details, together with a detailed description of the complaint.</li> </ul>

	<p><b>Recordkeeping</b></p> <ul style="list-style-type: none"> <li>• Any additions, amendments or updates to this document are to occur via the Management Committee.</li> <li>• Approvals will be recorded into the committee minutes.</li> <li>• The committee, as part of its record keeping will retain previous versions for future reference.</li> <li>• The committee, as part of its record keeping will retain any documents or artefacts as per the club recordkeeping policy.</li> </ul>
Resources	<ul style="list-style-type: none"> <li>•</li> </ul>
References	<ul style="list-style-type: none"> <li>•</li> </ul>
Definitions	<ul style="list-style-type: none"> <li>• <b>Natural Justice</b> – is concerned with ensuring that fairness exists in the decision making process. That is the person for which a decision is trying to be made about is provided with the opportunity to provide a response.</li> <li>• <b>Procedural Fairness</b> – is concerned with the procedures used by a decision-maker, rather than the actual outcome reached. It requires a fair and proper procedure be used when making a decision. It requires that there is a hearing appropriate to the circumstances, that there is a lack of bias, there is evidence to support the decision and that there has been inquiry into the matter under consideration.</li> </ul>