



WARATAH FOOTBALL CLUB

PLAYERS CODE OF CONDUCT

2019/2020

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INTRODUCTION

This booklet has been compiled to enable players to be better informed of the policies, guidelines, rules and regulations, structure and procedures of the playing operations of the Waratah Football Club. **It should be read in conjunction with the AFLNT Member Protection Policies listed on the NTFL website.**

It is important that you read this document. This booklet will enable you to clearly understand what expectations the Club has of you as a player, and what responsibilities the Club has towards its players.

The rules and regulations outlined in this booklet apply to all registered players of the Waratah Football Club. This

Should you have any difficulties in understanding any points of this booklet, do not hesitate to contact the Club President or any Club Committee Member.

MISSION STATEMENT

The Waratah Football Club as a foundation Club of the Northern Territory Football League strives to be recognised as a leading community-based football club that supports its

- PLAYERS through provision of modern, well equipped club facilities and coaching, that meet a diversity of needs
- SPONSORS and MEMBERS through the provision of a high standard of on-field performance
- The BROADER COMMUNITY through embracing a family friendly and culturally diverse environment

OFFICE BEARERS AND OFFICIALS

Main Contact

Name: Alison Alber
Position: Club Office Manager/Complaints Officer
Mobile: 0423 871 044
Email: adminwaratahfc@bigpond.com

COMMITTEE

President	Paul Gross	0431033089	paulib@adam.com.au
Vice President	Steve Kotz	0400 329 501	Steve.kotz13@gmail.com
Treasurer	Keynon Oguzhan	0410 950837	keynon.oguzhan@halikos.com.au
Secretary	Sue Kotz	0418805379	suekotz1962@gmail.com
Committee Member	Shane Thornton	0419194736	shane6266@gmail.com
Committee Member	Rohan Langworthy	0401793632	rohanlangworthy@hotmail.com
Committee Member	Brent Rowley	0421033342	brent.rowley@pfes.nt.gov.au
Committee Member	Daren Habets	0400452342	daren.habets@crown.com
Committee Member	Karla Fishley	0409006476	kfish78@hotmail.com
Committee Member	Lauren OShea	0438574418	Lauren.oshea@nt.catholic.edu.au
Committee Member	Elle Langworthy	0402867870	elle_chandler@hotmail.com
Head Trainer/Medical Coordinator	Jan Wray	0427 455 305	janette.wray@nt.gov.au
Senior Player Representative	Jake Smart	0417111377	jsmart@hotmail.com
Women's Player Representative	Lisa Roberts	0400 202 338	lisa.roberts1@defence.gov.au
Social and Events Coordinator	Elle Langworthy	0402867870	elle_chandler@hotmail.com
Club Risk Manager	Daren Habets	0400452342	daren.habets@crown.com
Junior Development Coordinator	Josh Wines	0478665162	joshwines11@hotmail.com
Club Legal Counsel	Anthony Downs/NT Law	0422982924	adowns@ntlw.com.au
Football Department Coordinator	Leigh Jennings	009425921	winnelliehotel@gmail.com
Club/Head Coach	Ryan Ayres	0422040258	Ryan.Ayres@ndis.gov.au
WPL Coach	Trudie Hopgood	0428524787	trudie.hopgood@gmail.com

WELLBEING CHAMPIONS

Jan Wray	0427455305	janette.wray@nt.gov.au
James Flynn	0409170029	jimmyflynn16@icloud.com

OTHER INFORMATION

Website: www.waratahfc.com.au

Home Ground:

Gardens Oval,
Gilruth Ave,
The Gardens NT 0820

Address

Waratah Football Club
66 Gilruth Ave
The Gardens NT 0820

Postal Address

GPO Box 2536
Darwin NT 0801

PLAYER AGREEMENTS

The Waratah Football Club Committee is committed to doing all it can to assist the coaches and player to achieve both on and off field goals of the Club.

INTERSTATE PLAYERS POLICY

FLY IN / FLY OUT AND PAID PLAYERS PROCEDURE

1. Initial contact made with / or by Premier League Coach, Football Department Coordinator or Football Department Committee Member
2. Player must be ex AFL player, current Tier 1 player or have played league representative football before being considered
3. Player must make himself available for NTFL finals matches, therefore must commit to 6 home & away matches
4. Background check conducted by Premier League Coach, Football Department Coordinator and/or Football Department Committee
5. Player discussed between Premier League Coach and Football Department Coordinator and Football Department Committee Members before seeking approval of the club's committee
6. Player agreement signed subject to Club's Football Department committee decision

RELOCATED PLAYERS PROCEDURE

1. Initial contact made with / or by Premier League Coach, Football Department Coordinator/Committee
2. Background check conducted by Premier League Coach, Football Department Coordinator/Committee
3. Player discussed between Premier League Coach, Football Department Coordinator/Committee before approving
4. Club to assist with employment and housing relocation
5. Player agreement signed

DARWIN LOCAL PLAYERS PROCEDURE

1. Background check conducted by Premier League Coach, Football Department Coordinator or Football Department Committee Member
2. Player discussed between Premier League Coach, Football Department Coordinator or Football Department Committee Member before approving
3. Club to assist with employment and housing relocation
4. Player agreement signed

TRAINING AND TEAM OBLIGATIONS

ON TRAINING NIGHTS PLAYERS MUST BE FULLY PREPARED (Including appropriate hydration) BE SUITABLY ATTIRED IN FOOTBALL CLOTHING IN CLUB COLOURS AND ON THE FIELD BY THE SPECIFIED TIME.

During the 2019/2020 season training will be held Monday, Wednesday and Friday each week at Gardens Oval unless advised by the coach. Training will formally commence on the 'track' at 5.30pm sharp unless otherwise notified.

The coach will plan all training times and venues in advance. Players will be notified by the coach of special training sessions, venues and times.

Attendance at all training sessions is mandatory.

If for any reason it is not possible for a player to attend any training session, or the player will arrive late, the player must notify the COACH.

PLAYERS CODE OF BEHAVIOUR

PLAYER CONDUCT

PLAYERS WILL AT ALL TIMES CONDUCT THEMSELVES ON AND OFF THE PLAYING ARENA IN A MANNER THAT WILL UPHOLD THE REPUTATION OF THE WARATAH FOOTBALL CLUB, AFLNT OR THE AFL AND THE PLAYERS PERSONAL REPUTATION AS A LEADING SPORTSPERSON.

PLAYERS SHOULD MAKE THEMSELVES FAMILIAR WITH THE AFLNT MEMBER PROTECTION POLICIES LISTED ON ITS WEBSITE.

Players must not engage in a public act of misconduct or unruly behaviour while representing the Waratah Football Club. Remember the headline will always read – *'Waratah Football Club player involved in alleged....?'* The headline will rarely read – *'A person from Parap involved in alleged...?'*

The Waratah Football Club does not condone or encourage, nor will it tolerate the sexual assault or harassment of any person.

The Waratah Football Club does not condone or encourage, nor will it tolerate excessive consumption of alcohol. Such drinking can often lead to altercations the ramifications of which can impact on the playing group immediately concerned and the playing and employment career of the player involved.

The Waratah Football Club does not condone the use of either recreational or performance enhancing drugs.

Language generally regarded as insulting, vilifying, humiliating, unpleasant, offensive or unacceptable in public shall not be used by players and officials representing the Waratah Football Club. This direction is related to demonstrating concern and respect for members of the public, personnel who provide a service within the Club's change rooms and people, including umpiring personnel and opposition players, on or near the playing arena who could be offended by such language.

Players are not to urinate on the playing arena at any time (players are to leave the oval to do so).

Players are encouraged to demonstrate concern, respect and appreciation for Medical Staff, Training Staff, Room Staff and League Officials always.

Pick up and bin your own strapping, paper cups and rubbish.

SOCIAL NETWORKING

ANY WARATAH PLAYER OR CLUB OFFICIAL WHO IS FOUND TO HAVE ENGAGED IN, OR IS SUSPECTED OF ENGAGING IN WHAT IS TO BE DEEMED UNACCEPTABLE BEHAVIOUR WILL BE DEALT WITH ACCORDINGLY BY THE WARATAH FOOTBALL CLUB.

- (a) Unacceptable behaviour or use of Facebook, Twitter, You Tube or any other social networking site, including blogs, in connection with the Waratah Football Club or the game of Australian Football in anyway, may be dealt with by the club as it deems fit, notwithstanding, the behaviour did not occur on the playing field.
- (b) Without limiting the operation of this Rule, unacceptable use may involve the player or official:
 - (i) Criticising umpires, players or any other person involved in Australian Football;

Waratah Football Club Player Code of Conduct

- (ii) Engaging in bullying behaviour including but not limited to name calling or making condescending, offensive (including racist or sexist) or abusive remarks about any person; or
 - (iii) engaging in any other behaviour which the club reasonably determines, in its absolute discretion, to have breached this policy.
- (c) It is not relevant that the person making the remarks was not aware that the content could or would be made publicly available

SEXUAL HARASSMENT

THE WARATAH FOOTBALL CLUB HEAD COACH AND THE WPL COACH WILL MAKE IT CLEAR TO ALL MEMBERS OF THEIR TEAMS OR PLAYERS GROUP THAT SEXUAL HARASSMENT WILL NOT BE TOLERATED UNDER ANY CIRCUMSTANCES.

Complaints regarding harassment of any nature will be treated seriously by the Waratah Football Club Committee.

The Waratah Committee and the Club Complaints Officer will ensure any investigation of harassment complaints will be carried out promptly after a complaint has been received, in strict confidence and impartially with the appropriate person/s.

The Waratah Committee and the Club Complaints Officer ensure that where a complaint is substantiated, appropriate conciliatory or disciplinary action will be taken.

Note - The Waratah Football Club does not condone or encourage, nor will it tolerate the assault or harassment of women. There are significant and substantial legal and financial ramifications for players who choose to disregard the real standards of morality of the Waratah Football Club and of society generally.

RACIAL AND RELIGIOUS VILIFICATION

THE WARATAH FOOTBALL CLUB BELIEVES THAT ON-FIELD RACIAL AND RELIGIOUS VILIFICATION IS SIMPLY NOT ACCEPTABLE.

The Waratah Football Club will not condone any act which would threaten, disparage, vilify or insult another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

In the event that it is alleged that a person from the Waratah Football Club fails to adhere to this policy the Club Committee and Head Coach, will ensure that the player concerned is properly counselled and a commitment given by that person that such abuse will not occur again.

In the event that a person of the Waratah Football Club perceives that conduct has been directed at that person in a manner that threatened, disparaged, vilified or insulted that person on the basis of race, religion, colour, decent or national or ethnic origin, that person must be encouraged by the Club Committee and Head Coach to refer the matter to the Club Complaints Officer to be handled through the AFLNT conciliation process.

The Club Committee and the Club Complaints Officer will ensure any investigation of any complaints will be carried out promptly after a complaint has been received, in strict confidence and impartially with the appropriate person/s.

The Club Committee and the Club Complaints Officer ensure that where a complaint is substantiated, appropriate conciliatory or disciplinary action will be taken

DRUG USE

PLAYERS OF THE WARATAH FOOTBALL CLUB MUST NOT INDULGE IN THE USE OF HARMFUL, ILLEGAL OR PERFORMANCE ENHANCING DRUGS.

The Waratah Football Club condemns the use of banned performance enhancing drugs and doping practices.

The Waratah Football Club strongly supports the stance that the use of performance enhancing drugs and doping practices are contrary to the ethics of sport and potentially harmful to the health and wellbeing of its players and will provide education to its players in understanding the dangers and consequences of the use of performance enhancing substances.

The Waratah Football Club supports the only legitimate use of drugs within the Club is when use is under the direct supervision and control of the Club's physician/medical practitioner for a clinically justified purpose.

The Club also condemns the personal use of so-called recreational drugs, which are illegal within general society.

The only legitimate use of drugs in sport is under the supervision of the Waratah Football Club Head Trainer/Medical Coordinator and staff for a clinically justified purpose.

Players are advised not to purchase any medications over the counter of a pharmacy and are strongly advised not to accept medication from another player or person.

Players are also advised not to consume food supplements. There is a strong possibility that such supplements could contain banned substances.

The Waratah Football Club will take all appropriate action necessary to deter players of this club from involvement in doping practices or using illegal drugs. Any player found to have breached any relevant Code that relates to drug taking will be referred to the Waratah Football Club Complaints Officer and Club Committee for their consideration, investigation and to recommend a course of action.

The Waratah Football Club will cooperate fully with the NTFL and any other drug testing authorities.

CONSUMPTION OF ALCOHOL

WHEN DRINKING ALCOHOLIC BEVERIDGES, PLAYERS ARE EXPECTED TO DO SO IN MODERATION AND IN A SOCIALLY RRSPONISBLE MANNER.

Players of the Waratah Football Club must not be seen to consume alcoholic beverages in an undisciplined manner in public.

Players are not to consume alcoholic beverages between Monday to Thursday over the legal limit of 0.5 during the season. No alcohol is to be consumed on a Friday night or night before a match.

Players are not to consume alcohol at any airport, planes whilst travelling with the team.

There is no positive relationship between outstanding athletic performance and the consumption of alcohol.

CIGARETTE SMOKING

WARATAH FOOTBALL CLUB STRONGLY ENCOURAGE PLAYERS NOT TO UNDERATKE CIGARETTE SMOKING.

The Waratah Football Club is a family friendly environment and does not encourage cigarette smoking. Smoking is not permitted within the grounds or buildings of Gardens Oval.

Cigarette smoking is not permitted within the precincts of TIO Stadium.

Cigarette smoking cannot be regarded as a habit any elite sportsman should practice or condone.

OBLIGATION TO THE CLUB

THE FIRST OBLIGATION OF ALL PLAYERS IS TO THE WARATAH FOOTBALL CLUB

All players will make their services available to the Club as a player at all times, and must, if selected, play in any match that the club is a participant, unless the Head Trainer/Medial Coordinator, in consultation with the Coaches, certify that the player is prevented by illness or injury from doing so.

Players are expected to make their services available to the Waratah Football Club for any promotional or fundraising activity when the Club requests.

Fundraising activities that are only designed for the benefit of players, must have prior approval from the Club Committee.

DURING THE PLAYING SEASON PLAYERS ARE NOT EXPECTED TO ACTIVELY PARTICIPATE IN OTHER PHYSICAL SPORTING ACTIVITIES THAT MAY CAUSE INJURY TO THEMSELVES.

Players are encouraged to maintain a high level of physical condition through programs provided by the club.

The welfare of the team generally must be paramount in a player's decisions about participation in alternative sports and activities during the off-season and the preseason training and trial game period.

PLAYERS ARE EXPECTED TO ASSIST IN THE DEVELOPMENT OF ALL JUNIOR PLAYERS AND TO ATTEND JUNIOR TRAINING SESSIONS AS SCHEDULED

Players are expected to help in the development of all junior players through attendance at junior trainings as directed by the Head Coach, attendance at junior games and to make themselves available to mentor junior players as required.

SECURITY AND PLAYERS VALUABLES

PLAYERS ARE REMINDED THAT THE WARATAH FOOTBALL CLUB WILL NOT TAKE RESPONSIBILITY FOR THE LOSS OF VALUABLES ON MATCH DAYS.

Players are reminded that the Waratah Football Club will not take responsibility for the loss of valuables on match days or training. The Waratah Football Club will, however, take precautions to ensure that valuables can be placed in safe keeping during games and a person allocated to supervise their security.

PLAYER DRESS RULES

PLAYERS MUST WEAR THE OFFICIAL CLUB APPAREL TO ALL MATCHES THE CLUB PARTICIPATES IN, POST MATCH PRESENTATIONS OR DURING ANY MEDIA OR PROMOTIONAL ACTIVITIES AND FUNCTIONS.

All players must wear Official Club apparel to all matches, post-match presentation and during any media or promotional activities and functions.

PLAYER APPEARANCE AND DEMEANOR ARE REFLECTIONS OF PERSONAL PRIDE IN YOURSELF AND YOUR CLUB.

PRE-MATCH PROCEDURES

AT THE MATCH REPORT TIME, PLAYERS MUST PROCEED TO THE TEAM ROOMS AND REPORT TO THE TEAM MANAGER OR COACH.

Match Guernsey's will be laundered by the Waratah Football Club.

POST MATCH PROCEDURES

PLAYERS ARE EXPECTED TO ATTEND THE POST MATCH 'PLAYER PRESENTATIONS' FUNCTION CORRECTLY ATTIRED IN THE CLUB UNIFORM.

Players are expected to attend the post-match player presentation dressed in the Club's official apparel, at the nominated time and venue. Players are to display good behaviour as they will be scrutinised by members of the public, sponsors and supporters. They are always considered role models to the junior players and supporters and as such are required to demonstrate appropriate behaviour.

COMPULSORY ATTENDANCE AT FUNCTIONS

All players are expected to attend all social functions as outlined in the planned social calendar or as otherwise instructed. This includes post-match Player Awards & Presentations and other special functions that may follow from time-to-time.

Subject to a reasonable explanation, a player may be excused for non-attendance. The club must be notified of any likely non-attendance well in advance of the function.

MARKETING

SPONSORS ARE IMPERATIVE TO THE FUNDING AND RUNNING OF THE CLUB

If requested to participate in any public relations or promotional activities, or when dealing with the media, players are required to wear the Waratah Football Club uniform and deliberately mention in radio interviews and television interviews the Waratah Football Club sponsors, ensuring the sponsors logo are prevalent in photo shoots and television interviews.

MEDIA

BEFORE UNDERTAKING ANY MEDIA AND PROMOTIONAL ACTIVITY PLEASE ENSURE YOU HAVE APPROPRIATE PERMISSION FROM THE CLUB HEAD COACH, PRESIDENT OR OTHER CLUB COMMITTEE MEMBER

JUNIOR SUPPORTERS

Players have an obligation to always be friendly and courteous toward young children and teenagers.

Every effort should be made to fulfil the requests of junior supporters – take the time to sign autographs and ask the name of the person requesting your autograph.

TREATMENT OF CLUB PROPERTY

COSTS ASSOCIATED WITH MALICIOUS DAMAGE TO CLUB PROPERTY BY PLAYERS WILL BE FOR THE ACCOUNT OF THOSE INVOLVED AND PLAYERS WILL FACE DISCIPLINARY ACTION

All Players are reminded of their responsibility to treat Club property as their own, including keeping the change rooms clean and tidy.

Do not expect Waratah Football Club staff and volunteers to pick up your rubbish.

DISCIPLINARY ACTION

THE WARATAH FOOTBALL CLUB BELIEVES IN HAVING A BEHAVIOUR AND DISCIPLINARY POLICY FOR PLAYERS WHO BREACH THIS CODE OF CONDUCT OR BEHAVE IN A MANNER THAT BRINGS THE PLAYER AND THE CLUB INTO DISREPUTE

THE WARATAH FOOTBALL CLUB RESERVES THE RIGHT TO SANCTION ANY PLAYER FOR A BREACH OF THE PLAYER GUIDELINES AND ASSOCIATED RULES AND REGULATIONS

INTRODUCTION

The Waratah Football Club recognises the need for a Behaviour and Disciplinary Sub Committee Policy for players who breach their contract with the club or behave in a manner that brings the player and the club into disrepute.

This Policy applies to all Waratah Football Club players and includes sanctions that take into consideration the nature of the breach or the behaviour and the necessary disciplinary procedures.

WARATAH FOOTBALL CLUB PLAYER BEHAVIOUR AND DISCIPLINARY SUB-COMMITTEE

The Waratah Football Club Player Behaviour and Disciplinary Sub-Committee shall consist of:

- ❖ President
- ❖ Vice President
- ❖ Head Coach
- ❖ Club Captain
- ❖ Player Representative

Minimum of 3 members must attend any disciplinary hearing.

DECISION MAKING PROCESS

The Waratah Football Club Player Behaviour and Disciplinary Sub-Committee is responsible to the WFC Football Committee.

The Waratah Football Club Player Behaviour and Disciplinary Sub-Committee shall adjudicate on any significant player behaviour and or disciplinary issues.

The Waratah Football Club Player Behaviour and Disciplinary Sub-Committee shall make recommendations relevant to sanctions to be applied to a player to the Waratah Football Club Committee for their endorsement.

The Waratah Football Club shall ensure that all players are aware of the disciplinary process and will have been formally advised that:-

- ❖ A breach of the Player or a failure to correct any dissident behaviour will result in disciplinary action being taken.
- ❖ Illegal behaviour, wilful damage to persons or property, a major breach of the WFC Players Code of Conduct or behaviour that brings the Waratah Football Club into disrepute will result in significant disciplinary action being taken or the termination of the player with the Waratah Football Club

The Waratah Football Club Player Behaviour and Disciplinary Sub-Committee will act as soon as possible once there has been a reported breach of behaviour.

INCIDENT REVIEW BY THE WFC PLAYER BEHAVIOUR AND DISCIPLINARY SUB-COMMITTEE

The Waratah Football Club Player Behaviour and Disciplinary Sub-Committee will establish the nature of the alleged breach and ensure facts are obtained of the alleged behaviour/incident/s before any disciplinary process is implemented.

Should the facts indicate there may have been a breach of the behaviour the Club Player Behaviour and Disciplinary Sub-Committee will ensure that all facts are committed to writing to ensure that the relevant player is personally informed and is aware of and can substantiate such facts

The Club Player Behaviour and Disciplinary Sub-Committee shall ensure the player has been given a confidential opportunity to explain his or her actions that have led to an alleged breach of behaviour.

Where the facts presented to the Waratah Football Club Behaviour and Disciplinary Sub-Committee indicate that there has been a breach of behaviour the disciplinary process shall be implemented.

Waratah Football Club Player Behaviour and Disciplinary Sub-Committee shall consider: -

- The players past record and history at the Waratah Football Club;
- The nature/context in which the breach/incident/behaviour may have occurred;
- Whether the player had been formally briefed on appropriate behaviour for the occasion
- Whether the player has presented a truthful version of the breach/incident/behaviour;
- Whether other players were involved in the breach/incident/behaviour;
- Whether specific instructions relating to the breach/incident/behaviour had been given to the player/s prior to the players behaviour causing such breach/incident/behaviour;
- Whether the players behaviour was the result of poor communication by the club or a misunderstanding;

WFC PLAYER BEHAVIOUR AND DISCIPLINARY SUB-COMMITTEE SANCTIONS

Any player required to appear before the Waratah Football Club Player Behaviour and Disciplinary Sub-Committee shall be notified in writing and will be given the opportunity to be accompanied to such a hearing by an advocate of choice.

Where an offending player who is under the age of 18 years, the player's parents/guardian shall be notified and invited to be included in all subsequent processes.

Written notification of the outcome of the hearing will be given personally to the player and where applicable to the parents/guardian.

Players shall have the right to respond to any action taken or any sanctions applied.

SPECIFIC SANCTIONS

- Informal Warning – appropriate when a player's behaviour is not what they should be, but the circumstances do not warrant formal discipline.
- Fine – Fine maybe imposed as part of any Club sanction
- Formal Warning – The formal warning shall indicate that if the player's dissident behaviour continues the player shall be placed on probation or be terminated.
- Probation - This sanction means that the player's behaviour will be carefully monitored for a period to be determined at the time by the relevant coach, other members of the coaching group and the Football Department.
- Suspension - This sanction means that the player will not be available for selection with the Waratah Football Club. The player will be permitted to train with the club for the period of suspension with specific performance indicators agreed upon between the player and the relevant coach.
- Termination – This means that the Waratah Football Club Player Behaviour and Disciplinary Sub-Committee will counsel the player out of the club.

RECORDING PROCESS

The Club Complaints Officer shall document all stages of any disciplinary process.