



BAYSWATER CITY SC

CODE OF CONDUCT

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1. APPLICATION AND SCOPE

- 1.1 This Code of Conduct aims to promote and strengthen the reputation of football at Bayswater City SC (the Club) by establishing a standard of performance, behaviour and professionalism for its participants and stakeholders. In addition, it seeks to deter conduct that could impair public confidence in the honest and professional conduct of Matches or in the integrity and good character of its participants.
- 1.2 This Code:
- (a) applies to the conduct and behaviour of Players, Officials, Agents, Members or any other Associate;
 - (b) applies to all forms of organised football under the jurisdiction of the Club;
 - (c) continues to apply to a Player, Official, Agent, Member and Associate even after that person's association, registration, employment or engagement has ended, if that person has at any time breached this Code.
- 1.3 This Code of Conduct may be supplemented by additional codes of behaviour or ethics, provided that they are not inconsistent with the terms of this Code.

2. BRINGING THE GAME INTO DISREPUTE

- 2.1 A Player, Official, Agent, Member or Associate must not bring the Club or the game of football into Disrepute.
- 2.2 Without limiting the generality of clause 2.1, any of the above will be taken as having brought football into Disrepute if any of the following occurs:

- (a) discriminatory behaviour, including public disparagement of, discrimination against, or vilification of, a person on account of an Attribute;
- (b) harassment, including sexual harassment or any unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances;
- (c) offensive behaviour, including offensive, obscene, provocative or insulting gestures, language or chanting;
- (d) provocation or incitement of hatred or violence;
- (e) spectator or crowd violence;
- (f) intimidation of Match Officials, which may take the form of (but is not restricted to) derogatory or abusive words or gestures toward a Match Official or the use of violence or threats to pressure a Match Official to take or omit to take certain action regardless of where such action is taken;
- (g) forgery and falsification, including creation of a false document, forgery of a document or signature, the making of a false claim or providing inaccurate or false information on a prescribed form;
- (h) corruption, including offering a Benefit or an advantage to a Player or an Official in an attempt to incite him or her to violate Bayswater City SC statutes;
- (i) abuse of position to obtain personal Benefit;
- (j) commission or charge of a criminal offence; or
- (k) any other conduct, behaviour or statement that materially injures the reputation and goodwill of the Club or football generally.

- 2.3 Players and Officials are entitled to have their privacy respected and this Code is not intended to apply to private activities engaged in by a Player or an Official that are not in the public domain.
- 2.4 The Club may impose disciplinary sanctions or a penalty on a Player which, in the absolute opinion of the Club, constitutes a breach of clause 2.2(a-k), at its discretion, commensurate with the seriousness of the breach.

3. BETTING, MATCH-FIXING AND CORRUPTION

- 3.1 Any Player, Official, Agent, Member and Associate must not engage, directly or indirectly, in:
- (a) any bet, wager, gamble or any other form of financial speculation where the relevant person stands to win or gain from the win, draw or loss of any club competing in a Match;
 - (b) by the throwing or fixing of a Match; or
 - (c) any conduct or behaviour intended to unfairly affect the result of a Match, including accepting or agreeing to accept any Benefit connected to the outcome of a Match, so as to bring about a result other than that which would be achieved in a fair contest between the competing teams.
- 3.2 Any Player, Official, Agent, Member and Associate must not:
- (a) accept bribes through the offer, promise or acceptance of any Benefit in return for violating his or her duties; or
 - (b) provide for a Benefit any information concerning the Club, the team's actual or likely composition, the form or injuries of Players or possible tactics (other than in connection with a bona fide media interview approved by the Club).

- 3.3 The Club may impose disciplinary sanctions or a penalty on a person which, in the absolute opinion of the Club, constitutes a breach of any clause mentioned in 3.1(a) to 3.2(b), at its discretion, commensurate with the seriousness of the breach.

4. DISPARAGING MEDIA STATEMENTS

- 4.1 Any Player, Official, Agent, Member and Associate must not make any statement in public, including any contribution to television, radio, social media or print media that:
- (a) is disparaging or derogatory of a Match Official, opposition team or any Player or Official;
 - (b) is disparaging or critical of the Club, Football West (FW), Football Federation of Australia (FFA), or any FFA Statute or FFA policy decision, without reasonable basis or justification; or
 - (c) comments on any matter the subject of a current hearing before the Match Review Panel, Disciplinary Committee or the Appeals Committee.
- 4.2 Where a statement made by any Player, Official, Agent, Member or Associate which, in the absolute opinion of the Club, constitutes a breach of clause 4.1, the Club will sanction or impose a penalty upon that person at its discretion, commensurate with the seriousness of the breach.
- 4.3 Any Player, Official, Agent, Member and Associate must not make or issue any public or media statement or release that incorporates a reference to FW, FFA or an FFA property, such as the A-League or a national team, without the Club's prior written consent.

5. RESPONSIBILITIES OF PLAYERS

- 5.1 Players are the public face of football at the Club and so their behaviour will be subject to greater scrutiny. Accordingly, a Player must:
- (a) at all times behave in a manner that promotes and upholds the highest standards of integrity, dignity and professionalism;
 - (b) comply with any team protocol and procedures, including in relation to alcohol, curfews and inappropriate relationships; and
 - (c) not act in a manner contrary to the best interests of the team or the Club.
- 5.2 The Club may discipline Players in relation to behaviour that relates only to that Player's employment or engagement by the Club, including:
- (a) unexplained absence from a Match or official training session, team meetings or Club functions;
 - (b) failure to wear designated clothing to a team promotion or activity;
 - (c) conflicting sponsor brand visible during a team promotion or activity; and
 - (d) behaviour that brings the Club into Disrepute, including inappropriate behaviour in public (such as a nightclub brawl).
- 5.3 The Club may impose disciplinary sanctions or a penalty on a Player which, in the absolute opinion of the Club, constitutes a breach of any clause mentioned in 5.1 (a) to 5.2 (d), at its discretion, commensurate with the seriousness of the breach.

- 5.4 In accordance with Part V of the FFA Statutes the following sanctions may be enforced:
- (a) imposition of a fine not exceeding 50% of 1 week's remuneration (being the Annual Salary paid for the most recent week and Match Payments for the Players most recent Match);
 - (b) suspension up to a maximum of 5 Matches; or
 - (c) termination of a Standard Player Contract (provided that the Club has already enforced sanctions against the Player on at least 3 separate occasions).
 - (d) Expulsion of any other Player not bound to a valid Standard Player Contract

6. NOTICE AND DISCIPLINARY SANCTIONS

- 6.1 The Club will enforce the terms of this Code and invoke the sanctions only if it has given the party alleged to have infringed this Code:
- (a) reasonable details of the alleged infringement;
 - (b) notice of possible sanctions; and
 - (c) the opportunity to be heard in relation to the issues of infringement and sanction.
- 6.2 The scope and implementation of disciplinary sanctions is as specified in Part V of the FFA Statutes.
- 6.3 The imposition of a sanction is immediate or as otherwise notified by the Club after conducting its enquiries.
- 6.4 If a Player, Official, Agent, Member or Associate disputes the sanction or purported action taken under this Code by the Club, that party may appeal the Club's decision provided that

it does so in writing within 7 business days of notice of the sanction or purported action.

7. DEFINITIONS AND INTERPRETATION

7.1 Any terms used but not defined in this Code of Conduct have the meaning given to them in the FFA Statutes.

7.2 In this Code:

Attribute means race, colour, religion, language, politics, national or ethnic origin, gender, transgender, sexual orientation, age, marital status, pregnancy or intellectual or physical impairment or any other attribute specified under commonwealth or state legislation.

Benefit means money, gift, advantage, consideration or any other benefit or reward, whether in cash or kind.

Club means Bayswater City SC

Disrepute means any conduct, statement or appearance in public that is damaging to reputation.

FFA Statutes means Football Federation of Australia's statutes as promulgated by FFA from time to time, including its constitution and by-laws and rules and regulations and policies and procedures.

8. ENFORCEMENT

This Code of Conduct comes into force on 1 November 2013 and any amendments made to the Code of Conduct come into effect immediately upon promulgation of such amendments by Bayswater City SC.