

# **NWSWF Code of Conduct**

**North West Sydney Women's Football**

## **Code of Conduct**

### **NWSWF Inc. Code of Conduct (revised April 2013)**

NWSWF is committed to fairness, equity and good sportsmanship in soccer, on and off the field, in order to provide the best possible environment in which its players can excel and in which officials and administrators can discharge their responsibilities. This code of conduct is designed to ensure that appropriate forms of behavior are adopted and remain the norm for all persons associated with women's football in our Association.

This Code of Conduct may be supplemented by additional codes of behaviour or ethics.

Preamble

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## **Code of Conduct**

All participants in the game, players, officials, and spectators alike, are bound by the rules of sportsmanship. Some of these rules comprise the written laws of the game which are enforced on the field of play, the "letter of the law", so to speak. Some are the unwritten rules of Fair Play, the "spirit of sportsmanship". NWSWF is committed to the promotion of Fair Play, both on and off the ground. Our support for match referees in managing both the laws and spirit of the game on the field is unconditional. Fair Play, in the administration of the game and on the sidelines especially, involves three basic concepts.

## **RECOGNISING DIVERSITY**

Participants in sports display the same diversity as all others in society: in skills and qualities necessary for the game - coordination, balance, stamina, persistence, endurance of pain, and the like, in human characteristics - age, gender, height, weight, body shape, physical or intellectual disability, intelligence, ethnic origin, in choices of life-style - marital status, sexual preference, manner of dress and adornment, occupation, religion.

NWSWF recognises and acknowledges the diversity within its member clubs, players, officials, and administrators in physical and mental skills, in personal characteristics, and in individual decisions about the manner in which to conduct life.

## **PRACTISING TOLERANCE**

Tolerance is of two kinds. The first is a begrudging acceptance of some diversity, so long as differences do not impinge too uncomfortably on daily routines, habits, or attitudes. The second is actively seeking and welcoming differences, enjoying comparisons, and using the energy associated with the resolution of tension and conflict creatively. Therefore

NWSWF values and supports diversity within its member clubs, players, officials, and administrators, and encourages the enjoyment of this diversity in a spirit of cooperation and harmony.

## **SUPPORTING INCLUSION**

Individuals and teams who are members of sporting associations are entitled to policies and codes of behaviour under which, in full diversity, all feel welcome to participate without embarrassment or constraint, and in which all feel protected from discrimination and harassment. Therefore, NWSWF invites and includes participants (clubs, players, officials, and administrators) with the full range of human diversity to enjoy the game under its jurisdiction.

Behaviour by participants, both on and off the field, which is characterised by welcoming Diversity, displaying Tolerance, and supporting Inclusion then promotes Civility. Civility means simply showing appreciative regard and respect for teammates, opponents, and officials. Civility is the foundation of Fair Play in which, while there is a high level of competitive spirit, there is also a noticeably small incidence of ill will and foul play.

### **PART A: Introduction**

This document governs the conduct of all persons associated with NWSWF including elected or appointed officials, players, coaches, managers, club delegates, spectators, referees and any other person connected to a team/club during NWSWF competitions.

### **PART B: Protocols on General Behaviour**

All participants in the game are bound by the rules of sportsmanship which include: written “laws of the game” enforced by match officials on the field of play, unwritten rules of civility in “Fair Play”, showing positive regard for all, opponents, officials, and teammates.

All persons connected with NWSWF shall conduct themselves as outlined below:

show unconditional support for match officials in both managing the laws and spirit of the game

be subject to management and direction of the team/ club official

observe and comply with directions given by NWSWF

display a manner which does not bring themselves as individuals, the team, the club, or the NWSWF, into public disrespect or censure

avoid making, issuing, authorising or endorsing public criticism not in the best

interests of NWSWF  
treat all persons with respect, dignity and proper regard for their rights and obligations  
demonstrate and ensure a positive commitment to NWSWF programs and policies and represent NWSWF in a mature, fair and professional manner  
hold confidential or privileged information privately  
use funds or property of NWSWF in an appropriate manner  
avoid the use of information obtained officially to gain a financial advantage  
refrain from passing on or publishing information of an offensive, unsubstantiated or derisive type  
avoid the use, possession or trafficking in a illegal drug of dependence  
refrain from consuming alcohol or encouraging others to consume alcohol at any NWSWF fixture at which this is not allowed  
follow NWSWF instructions regarding the wearing of appropriate attire whilst playing NWSWF competitions  
ensure that all persons avoid unaccompanied and unobserved activities with under-age team members or any other under-age person  
act in a sportsmanlike manner at all times by abiding by FIFA and NWSWF rules and regarding the principles of fairness and common courtesy  
refrain from 'sledging' in any form  
any other conduct, behaviour or statement that materially injures the reputation and goodwill of NWSWF or football generally

### **PART C: Protocols on Harassment**

Harassment takes many forms but can generally be defined as behaviour (comment, conduct, or gesture) which is offensive, abusive, belittling, or threatening, and which is unwelcome. NWSWF is committed to provide a sporting environment free of harassment on the basis of physical skills and qualities, personal characteristics, or choices in life-style.

There is a difference between vocal and partisan support for a chosen team or individual and the selection of a target person or group for insult or humiliation. NWSWF urges all participants in competitions organised by the Association to abide by the spirit of Fair Play, and to monitor and eliminate instances of harassment associated with the game.

NWSWF is committed to provide a sporting environment free of harassment.

All persons connected with NWSWF must be aware that:

all individuals have the right to participate in an environment which promotes equal opportunities and prohibits discriminatory practices, harassment is prohibited by certain commonwealth and state legislation including the Human Rights and Equal Opportunity Act and Sex Discrimination Act, whether the offender is an official, player, coach, manager, volunteer, parent or spectator, harassment is an attempt by one person or persons to assert abusive, unwanted power over another, NWSWF

encourages the report in writing of all incidents of harassment to the Football Committee, any person who experiences harassment continues to have the right to seek further assistance under state or federal legislation even when local action is being taken under this policy.

This code applies to harassment which may occur:

during the course of all NWSWF activities and events between individuals associated with NWSWF but outside NWSWF activities or events when such harassment adversely affects relationships within NWSWF's sports environment.

All persons connected to NWSWF are directed to avoid:

displaying any conduct directed toward an individual or group which is insulting, intimidating, humiliating, malicious, degrading or offensive:

written or verbal abuse or threats

display of visual material which is offensive or which reasonably can be deemed offensive

unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion or sexual orientation

leering or other suggestive or obscene gestures

condescending, paternalistic or patronising behavior which undermines self esteem,

diminishes performance or adversely affects working or playing conditions

unwanted physical contact including touching, petting or kissing

practical jokes which cause awkwardness or embarrassment,

endanger a person's safety or negatively affect performance

physical or sexual assault

making unwelcome sexual advances, requests for sexual favours or other verbal or physical contact of a sexual nature when: submission to or rejection of this conduct is used as the basis for making decisions which affect the individual such conduct has the purpose or effect of interfering with an individual's performance such conduct can be seen as intimidating, hostile or offensive retaliating against an individual:

for having filed a complaint under this code

for having participated in any action under this code

for having been associated with a person who filed a complaint or participated in a procedure under this code which will be treated as harassment and will not be tolerated.

## **PART D: Responsibility**

The NWSWF President, in conjunction with NWSWF Football

Committee, shall be responsible for:

- implementing this policy,
- making all members and associated persons aware of the problem of harassment, in particular, sexual and sexual orientation harassment, and of the procedures contained in this Code and NWSWF Regulations
- regularly reviewing the terms of this Code to ensure that they adequately meet the association's legal obligations and public policy objectives

- appointing unbiased judiciaries and appeal bodies and providing the resources and support they will need to fulfil their responsibilities under this Code

- providing advice or help to persons who experience harassment

The NWSWF Board of Directors and Football Committee, will be responsible for:

- investigating formal complaints of any breaches of the Code of Conduct in a sensitive, responsible and timely manner
- imposing appropriate disciplinary or corrective measures when a complaint of harassment has been substantiated, regardless of the position or authority of the offender in accordance with NWSWF Regulations

- informing all parties of the procedures contained in this Code and their rights under the law.

### **Enforcement**

This Code of Conduct comes into force on 16<sup>th</sup> April, 2013 and any amendments made to the Code of Conduct come into effect immediately upon promulgation of such amendments by NWSWF.