



BURNSIDE HEIGHTS FOOTBALL CLUB INC. POLICIES

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1. Code of Conduct

MANDATORY & ENFORCEABLE CODES OF CONDUCT FOR COACHES, PLAYERS, PARENTS, SUPPORTERS AND OFFICIALS

The Burnside Heights Football Club fully supports the codes of conduct as introduced by the AFL and AFL Victoria.

Coaches Code of Conduct

- Coaches are required to sign the AFL Code of Conduct as part of the Level 1 Accreditation requirement. All coaches must be accredited to coach in our League.

Players Code of Conduct

- Play by the rules – the rules of your club and the laws of the game.
- Never argue with an umpire or other official – without these people, you can't play football.
- Control your temper - verbal abuse of officials and sledging other players doesn't help you enjoy or win any games.
- Be a team player – It's a team game, treat it that way.
- Treat all players as you would like to be treated – fairly.
- Co-operate with your coach, the umpires and team-mates.
- Play for your own enjoyment & to improve your skills.
- Don't use ugly remarks based on race, religion, gender or ability – you'll let down your coach, team-mates and family if you do – & many such comments are actually now illegal.

Parents and Supporters Code of Conduct

- Remember that you are there for the participants to enjoy the game.
 - Encourage participation, but don't force it.
 - Teach that enjoyment is more important than winning.
 - Never ridicule mistakes or losses – supporters are there to support not downgrade.
 - Lead by example and respect all players, coaches, umpires and spectators – physical or verbal abuse will not be tolerated.
 - Recognise all volunteers who are giving up their valuable time.
 - Never publicly criticise umpires – raise personal concerns with club officials in private.
 - Don't use ugly remarks based on race, religion, gender or ability – you'll let down your family and yourself if you do – & many such comments are actually now illegal.
 - Acknowledge and support club policies such as our Smoke Free Policy and Alcohol Policy
- By registering your child with the Burnside Heights Football Club you agree to abide by these principles. You support the Club in its undertakings and encourage the Club to take any necessary disciplinary actions including the suspension and banning where warranted of any players, parents and or spectators for repeated or serious breaches of these Codes of Conduct.

2. Smoke Free Policy

Rationale:

The ***Burnside Heights Football Club*** (the club) recognises that passive smoking (inhaling secondhand smoke) is hazardous to health and that non-smokers should be protected from tobacco smoke. Passive smoking can lead to other serious illnesses such as bronchitis, lung cancer, cardiovascular disease, and chest illnesses in children. Accordingly the following policy has been developed by the club to help protect people's health.

The move to go Smoke Free also complements the *clubs* desire to create a healthy family friendly environment. The *club* believes that such an environment and image will be advantageous in attracting new members and positively promoting the club in the community.

Legislation and the legal duty of care also provide reasons to have a Smoke Free club. Under common law the *club* has a legal duty of care to ensure that employees, volunteers, players and officials are not exposed to potentially harmful situations. The Occupational Health and Safety Act also stipulates that employees and working volunteers must have a safe environment to work in. Victorian Smoke Free dining legislation also states that enclosed dining areas must be Smoke Free.

Who is affected by the Policy

This policy applies to all members, administrators, officials, coaches, players and visitors of the ***Burnside Heights Football Club***.

Timing

This policy is effective from 01/ 01/2012

Designated Smoke-Free Areas

The ***Burnside Heights Football Club*** requires the following areas to be Smoke Free:

- Club and social rooms
- Administration and office areas
- Changing rooms
- Toilet blocks
- Playing areas
- Near entries and exits of buildings
- Spectator viewing areas

Sale of Tobacco Products

The ***Burnside Heights Football Club*** will refrain from selling tobacco products.

Behavioural Expectations

The **Club** recognises that role modelling can have a significant impact upon the junior members of the club. Hence, the following individuals and groups will refrain from smoking while they are acting in an official capacity for the club or while in club uniform:

- Coaches (when coaching or representing the club)
- Trainers (when training players)
- Officials (when officiating for the club)
- Volunteers (when working for the club)
- Players (when in uniform and representing the club)

Coaches and trainers will also speak to junior players about the effects of smoking on performance.

Promotion of the Policy

The following mediums will remind patrons about the **Burnside Heights Football Club** Smoke Free policy:

- Non-smoking signs
- Club handbook
- Advertising and promotional resources (e.g. brochures, newspaper ads etc.)
- Clubroom signage

Cigarette butt bins will be provided outside to encourage smokers to smoke outside.

Non-Compliance Strategy

The following five step non-compliance strategy will be followed if anyone breaches the Clubs Smoke Free policy.

- 1.** Assume that the person is unaware of the Smoke Free policy.
- 2.** A club representative will approach the person breaching the policy and politely ask them to refrain from smoking and advise and or remind them about the Smoke Free policy.
- 3.** If the offence does continue then the patron will be requested to leave the facility by staff and/or a senior club representative.
- 4.** If the offender ignores the clubs request then they will be deemed to have breached the clubs Code of Conduct and will be subject to disciplinary actions including suspension from the club.
- 5.** Under no circumstances should the **Burnside Heights Football Club** Smoke Free policy be breached. No matter who the offender is.

Policy Review

The policy will be reviewed annually. This will ensure that the policy remains current and practical.

3. Alcohol Policy

This policy aims to provide a basis for the responsible management of alcohol by the Burnside Heights Football Club.

Policy

The Burnside Heights Football Club is aware that alcohol, when misused can cause harm to the drinker and others. This Alcohol Policy has been adopted to reduce the risks and avoid potential problems.

Club Games and Training Sessions

The Burnside Heights Football Club has a zero tolerance on the consumption of alcohol during any sanctioned junior game. There will be no sale of alcohol during any junior game of the Burnside Heights Football Club. The consumption of alcohol during any game shall be deemed a breach of the Club's Code of Conduct and persons involved shall be subject to disciplinary action from the Burnside Heights Football Club Committee.

Club Functions

Where alcohol is available and allowed at an official Burnside Heights Football Club functions, the following measures will be taken;

- Alcohol will not be made available to persons under the age of 18
- Alcohol will not be made available to any persons who are intoxicated
- Food options will be available when alcohol is served
- Persons who have been drinking will be encouraged to use safe transport options
- The club will discourage excessive and rapid consumption of alcohol
- A club official with an RSA certificate is to be present

Promoting the responsible use of alcohol

- The club will actively demonstrate its attitude relating to the responsible use of alcohol
- The club will not advertise, promote or serve alcohol at club activities
- The club will educate club members and supporters about the alcohol policy
- The club will perjure non-alcohol sponsorship and revenue sources

Promoting the "Alcohol Management Policy"

The club will promote the alcohol management policy regularly by;

- Being part of the 'Good Sports Club' program
- Ensuring sufficient club officials have completed an RSA course
- Distributing a copy to all club members.
- Displaying a copy of the policy in the club social rooms.
- Periodic announcements to members at functions.

The club recognises the importance of educating club members, particularly players in the benefits of implementing an alcohol management policy and will endeavour to provide information to assist this process.

Club Committee Responsibilities

The presence of committee members is essential to ensure the operation of the bar and policy compliance. At least two duty committee members are required to be present at all club functions when the alcohol is available. Key responsibilities of the duty committee members are to:

- Meet visiting police, cooperate and assist with any inquiries
- Compliance in respect of persons under 18 years of age on premises
- Ensuring intoxicated people are refused entry and are asked to leave the premises
- Ensuring strict compliance with the club policy
- Recording any incidents

Policy Review

To ensure this policy continues to be relevant for club operation and that it reflects both community expectations and the provisions of any relevant Liquor Act, the policy will be reviewed annually.

4. Team Selection Policy

Clubs commitment

We believe that junior sport should be safe, enjoyable, inclusive and maximise individual participation. Our club acknowledges that positive experiences in junior competition will contribute to children developing a lifelong love of sport. The club takes the view that all players should play in the correct age group for their age barring any extenuating circumstances.

The club also believes that when there are multiple teams in each age group we must ensure we assist in the development and competitiveness of players by ensuring we play them in grades and divisions which they can be competitive, develop and enjoy their footy.

Team Selection and Match Day

- Teams are capped at a maximum of 24 players with a preferred minimum of 21 players.
- Barring injury or suspension all Under 10 and Under 12 players in divisions 1 to 4 are to be a minimum of 2 quarters per match with the preference of being given equal game time throughout the season where possible and practical. All Under 10 and Under 12 players in division 5 and below are to be given equal game time where practical and possible throughout the season.
- Where possible and practical Under 10 and Under 12 players are to be rotated in different areas on the field throughout the course of the season to aid in the development of each player.
- When multiple Under 10 and Under 12 teams exist, teams will be selected based on strongest possible side across all ages being in the highest division. Selections will be conducted by the highest division coach in conjunction with other age group coaches, the clubs coaching co-ordinator and club President or appointed committee member. Over the first 6 Rounds players can be promoted or demoted between teams on the coaches discretion provided finals eligibility will not be jeopardised. The players best interest and enjoyment must take priority.
- Barring injury or suspension all Under 14 and Under 16 players are to be given a minimum of 2 quarters per match with a preference of 3 quarter where possible and practical. Game time can be spread over the course of the match at the coach's discretion.
- When multiple Under 14 and Under 16 teams exist, teams will be selected based on strongest possible side across all ages being in the highest division. Selections will be conducted by the highest division coach in conjunction with other age group coaches, the clubs coaching co-ordinator and club President or appointed committee member. Over the first 6 Rounds players can be promoted or demoted between teams on the coaches discretion provided finals eligibility will not be jeopardised.
- Australian Rules Football is a competitive sport and there will be times that coaches must make decision in the best interests of the team, player and game.
- Should any team(s) compete in finals the club understand that coaches must have certain discretion to assist the team perform at its best during finals game. Whilst all players can expect to receive actual game time the amount will be determined by the team coach.

Siblings

- Where siblings are playing in the same age group at Under 10 and Under 12 level the club will endeavour to keep all players on the same team. Team selection will be made in conjunction with the parents and coaches, coaching co-ordinator and club President or appropriate committee member however the younger or lesser player's needs will have the greater consideration.

Appeal Process

- Should any parent wish to lodge an appeal against the team their child has been placed in they can do so via the following process;
- Provide the club a written letter outlining their concerns and why they believe their child should be in another team.
- The club will conduct a full review seeking guidance from the age group coaches and the age group co-ordinator
- A meeting will be held with coaches, the players parent(s) and a minimum of three committee members in which a final decision will be made.

Parents should be aware that the clubs main aim is the welfare and development of all players and our teams.

5. Communication Policy

Background

Whilst the club will communicate with players, parents, families and supporters in various forms the club's preferred form of communication will be via electronic communication. The club believes that electronic communication is essential for sharing club news and information with our members. Our communication will be timely, appropriate and related to club business.

WHAT WE WILL DO

- We use a range of electronic tools to communicate with our members.
- Our communication will protect members' privacy, maintain clear boundaries and ensure that bullying and harassment does not occur.
- A webmaster will be appointed to provide accountability and control over material published on our club's website and any related discussion groups or social media websites, such as Facebook, YouTube or Twitter.

WEBSITE

- Our website will include current information on competitions, social events, committees, policies, constitution, rules and by-laws.
- No offensive content or photos will be published.
- Only players whose parents have provided permission to the club will have their photo published.
- We will seek feedback from members to improve the information available on the site.

SMS AND EMAIL

Committee members, coaches and team managers may use SMS and email to provide information about competition, training, club-sanctioned social events and other club business, however:

- SMS messages should be short and about club/team matters
- Email communication will be used when more information is required
- Communication involving children will be directed through their parents.

SOCIAL MEDIA WEBSITES

- We treat all social media postings, blogs, status updates and tweets as public 'comment'.
- Postings (written, photos or videos) will be family-friendly and feature positive club news and events.
- No personal information about our members will be disclosed.
- No statements will be made that are misleading, false or likely to injure a person's reputation.
- No statements will be made that might bring our club into disrepute.

- Abusive, discriminatory, intimidating or offensive statements will not be tolerated. Offending posts will be removed and those responsible will be blocked from the site.

WHAT WE ASK YOU TO DO

We expect our members to conduct themselves appropriately when using electronic communication to share information with other members or posting material on public websites connected to the club.

ELECTRONIC COMMUNICATION:

- should be restricted to club matters
- must not offend, intimidate, humiliate or bully another person
- must not be misleading, false or injure the reputation of another person
- should respect and maintain the privacy of members
- must not bring the club into disrepute.
- Coaches and others who work with children and young people must direct electronic communication through the child's parents.

NON-COMPLIANCE

- Members may face disciplinary action for sending inappropriate electronic communication or posting online content or comments that harass, offend, intimidate or humiliate another member, as outlined in our member protection policy or code of conduct.
- Under certain circumstances, cyber bullying (e.g. bullying that is carried out through an internet service such as email, a chat room, discussion group, instant messaging or website) is a criminal offence that can be reported to the police.
- In addition, members who publish false or misleading comments about another person in the public domain (e.g., Facebook, YouTube or Twitter) may be liable for defamation.

6. Racial and Religious Tolerance Policy

1. Policy

1.1 The Burnside Heights Football Club is committed to an environment which promotes racial and religious tolerance by prohibiting certain conduct and providing a means of redress for victims of racial and religious vilification and/or racial discrimination.

1.2 The Club is bound by the relevant state legislation *and* the *Racial Discrimination Act 1975* (Cth). This Policy is consistent with the Australian Football League's own Racial and Religious Tolerance Policy. This Policy is not in substitution of the legislation.

1.3 The Club will ensure that this Policy is communicated to spectators and participants of the Club. It will also ensure that participants of the Club receive anti-racial and religious vilification and racial discrimination training on an annual basis.

1.4 Nothing in this Policy prevents a person lodging a complaint in relation to racial and religious vilification and/or racial discrimination under the legislation. In the event a complaint is made under this policy the Club shall ensure that the parties are informed of their rights.

2. Definitions

In this Policy-

"**complaints process**" means the procedure outlined in sections 6, 7 and 8 of this Policy.

"**Club**" means the Burnside Heights Football Club..

"**engage in conduct**" includes use of the internet or email to publish or transmit statements or other material.

"**League**" means the Essendon District Football League.

"**detriment**" includes humiliation and denigration.

"**discrimination**" means for the purpose of this Policy, conduct based on a person's race, religion, colour, descent or national or ethnic origin. Discrimination may be direct or indirect. Direct discrimination means treating or proposing to treat another person less favourably on the basis of a person's race, religion, colour, descent or national or ethnic origin. Indirect discrimination means imposing or intending to impose a requirement that a person of a particular race, religion, colour, descent or national or ethnic origin cannot comply with, but which a higher proportion of people without that attribute (or with a different attribute) can, when it is not reasonable in the circumstances to do so.

"**participant**" includes a player, director, officer, employee, volunteer to and agent of a Football Club that participates in the League.

"**spectator**" is a person that attends a football game or event conducted by a Club or the League.

3. Prohibited Conduct

3.1 Racial and Religious Vilification

No person in his/her capacity as a spectator or participant in the League in the course of carrying out his/her duties or functions as or incidental to being a participant in the League shall engage in conduct that offends, humiliates, intimidates, contempts, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

3.2 Serious Racial and Religious Vilification

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall intentionally engage in conduct that he/she knows is likely to incite hatred against another person, or threaten physical harm or incite hatred in others to cause physical harm to a person or to a person's property because of that person's race, religion, colour, descent or national or ethnic origin.

3.3 Racial and Religious discrimination

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall engage in conduct that discriminates, directly or indirectly against another person on the basis of that person's race, religion, colour, descent or national or ethnic origin.

3.4 Victimisation

3.4.1 No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall victimise another person.

3.4.2 A person will victimise another person (the victim) if:

(a) the person subjects or threatens to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy; or

(b) the person assists, requests, induces, encourages or authorises another person to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy.

SECTION 4 - Authorised Persons

4.1 The Club will appoint a Complaints Officer (**the Club's Complaints Officer**) to ensure that any breach of this Policy is responded to in an equitable and prompt manner.

4.2 The President of the Club (**the President**) is the senior decision-maker in the Club's Complaints Process. Therefore, should the President be absent for a significant period, he/she must nominate a person to act on his/her behalf should the process need to be enacted.

SECTION 5 – Confidentiality and Records

5.1 Confidentiality must be maintained throughout the complaints process. All parties to a complaint, the President (or Delegate), the Club's Complaints Officer, any witnesses and the Conciliator must all agree, in writing, to the maintenance of confidentiality. No person involved in the complaints process shall publicly comment on any aspect of the complaints process without the prior written agreement of all parties. **13.**

5.2 The Club shall ensure that any documents relating to a complaint shall remain confidential and be retained for 7 years from the date that the complaint is made.

SECTION 6 - Opposition Club Breach of the Policy

In the event that it is alleged that a spectator or participant from another Club has contravened this Policy:

6.1 An Umpire, spectator or participant of the Club may by 5.00pm on the first working day following the day on which the contravention is alleged to have occurred, lodge a complaint in writing with Complaint's Officer of the Club.

6.2 The Complaint's Officer of the Club where the complaint was made shall, by 5.00pm on the next working day following the day that the complaint was lodged with the Club, lodge the complaint with the League's Complaints Officer.

6.3 The Club's Complaints Officer will take no further action once the complaint has been lodged with the League unless otherwise instructed by the League's Complaints Officer.

SECTION 7 - Intra Club Breach of the Policy

In the event that it is alleged that a participant of the Club has contravened this Policy an umpire, spectator or participant may by 5.00pm on the first working day following the day on which the contravention is alleged to have occurred, lodge a complaint in writing with the Club's Complaints Officer.

SECTION 8 - Management of Intra Club Complaints

The Club's Complaints Officer shall:

8.1 make every effort to ensure that:

8.1.1 confidentiality is maintained at all times during the complaints process and that the outcome of the complaints process remains confidential;

8.1.2 any breach of confidentiality is referred to the Essendon District Football League's Tribunal no later than 5pm on the next working day following the day that the breach was discovered;

8.2 inform the person alleged to have contravened the Policy (**the respondent**) of the complaint and provide the respondent with an opportunity to respond to it;

8.3 inform only the President of the Club or Nominee, that a Complaint has been received by the Complaints Officer;

8.4 obtain written statements from any witnesses identified by both parties to the complaint;

8.5 where available, obtain any other evidence;

8.6 arrange for the complaint to be conciliated, by an independent conciliator agreed upon by both parties;

8.7 take all steps necessary for the complaint to be conciliated within 5 working days from the day on which the incident is alleged to have occurred; **14.**

8.8 refer the complaint to the League's Tribunal:

8.8.1 when the complainant informs the Complaints Officer that the matter has not been resolved through conciliation. The Complaints Officer will if requested by the complainant, take all steps necessary for the complaint to be referred to League's Tribunal within 5 working days from when the conciliation failed;

8.8.2 directly when a respondent has previously taken part in conciliation as a respondent of a complaint;

8.8.3 when both the Club's Complaints Officer and President have determined that the complaint was lacking in substance and was made vexatiously;

8.8.4 when both the Club's Complaints Officer and President determine that under the relevant sections of the state legislation the complaint could be considered as "serious", he/she will take all steps necessary for the complaint to be referred to the League's Tribunal within 5 working days from the day on which the incident is alleged to have occurred;

8.9 ensure that any time limit referred to in this Policy may be extended by the Club if in the opinion of the President of the Club it is just and equitable to do so;

8.10 ensure that where a matter is resolved by conciliation the only public statements that shall be made shall be agreed to by both parties to the complaint and the Club's President and that the terms of any settlement are finalised to the satisfaction of the complainant and the respondent and signed by the parties and conciliator.

SECTION 9 - Club's Liability

The Club may be vicariously liable for conduct engaged in by a participant which if found to have contravened this Policy, if the Club is unable to establish that it took reasonable precautions to prevent the participant from engaging in that conduct.

SECTION 10 - Monitoring and Review of the Policy

The Policy will be monitored on an ongoing basis by the Club's General Committee.

SECTION 11 - Policy Commencement

This Policy was passed by the Club's General Committee on 14th November 2011 and will take effect from 1st January 2012 and be reviewed annually.

7. Anti-Bullying Policy including Cyber Bullying

Definition:

A person is bullied when they are exposed regularly and over time to negative actions on the part of one or more persons. Bullies are people who deliberately set out to intimidate, exclude, threaten and or hurt others repeatedly. They can operate alone or as a group.

Rationale:

- The club will not tolerate bullying or any forms of harassment, whether it be physical, verbal or cyber bullying.
- The club will provide a positive culture where bullying is not accepted, and in so doing, all will have the right of respect from others, the right to learn or to teach, and a right to feel safe and secure in the team and club environment and in cyber-space.

Aims:

- To reinforce within the club community that no form of bullying is acceptable.
- Everyone within the clubs community to be alert to signs and evidence of bullying and to have a responsibility to report it to coaches or committee members whether as observer or victim.
- To ensure that all reported incidents of bullying are followed up and that support is given to both victim and perpetrator.
- To seek parental and peer-group support and co-operation at all times.
- To reinforce with players and officials safe behaviour with regard to preventing cyber bullying e.g. privacy with regard to log-in, passwords and phone numbers and receipt of unsolicited messages.

Implementation:

- Parents, players, club officials and community will be made aware of the club's position on bullying, including cyber bullying.
- The club will continue with existing structures and introduce others as seen to be appropriate.
- The club will adhere to EDFL and AFL policies, directions and guidelines with regard to bullying, including cyber bullying.

A. Primary Prevention:

- To provide programs that promote respect towards others. To develop resilience, conflict resolution, assertiveness and problem solving.
- Each team's coach to clarify at the start of each season the club's policy on bullying. **16.**
- Club officials and players to promote the philosophy of the AFL's Kids First program.
- To encourage safe use of technology e.g. email, social media etc.

B. Early Intervention:

- Rewarding players reporting bullying incidents, including cyber bullying, upon themselves or witnessed.
- Team coaches on a regular basis reminding players to report incidents.
- Parents encouraged to contact coaches or club officials if they become aware of a problem.

C. Intervention:

- All incidents fully investigated and documented, where appropriate.
- Initial incidents will be referred to the team coach or team manager for investigation. In need the matter will be referred to the committee.
- Subsequent incidents will be referred directly to a club committee member for investigation.
- Parents will be contacted if their child has been a victim of bullying and consequences implemented consistent with the club's Code of Conduct. Parents of the perpetrator will also be contacted.
- Ongoing monitoring of the players social skills.
- Counselling and support to be offered when required.

D. Post Violation:

- Consequences may involve:
 - Exclusion from training
 - Commencing perpetrators on the Interchange Bench during games
 - Suspension from game or games
 - Club suspension
 - Expulsion from club

8. Issue Resolution Policy

Policy

The Burnside Heights Football Club requires that all issues are resolved to the satisfaction of the members and Committee in a timely fashion. Accordingly, the following issue resolution procedures have been developed to enable this objective to be fulfilled. All members have a responsibility to participate in reasonable actions to resolve issues. The procedures below detail the level of involvement for expediting issue resolution.

Procedure

Any person wishing to raise a issue shall do so as follows:

ISSUE RAISED WITH

- Football or team related Team Manager or Coach
- General Committee Member

Where possible the person reporting the issue should make suggestions that may resolve the issue. As soon as possible after an issue has been reported, the Team Manager, Coach and/or Committee Member and the claimant, must meet and try and resolve the issue.

1. Where the initial parties cannot resolve the issue, the Team Manager should refer the matter to the Committee through the Development Coach or Club Secretary.
2. In attempting to resolve the issue, all parties should take into account the following factors:
 - a. The extent of the issue, i.e., if it is likely to have a wider effect in the Club
 - b. The number of players or teams affected
 - c. Whether appropriate temporary measures are possible or desirable
 - d. The expected time before the issue can be addressed
 - e. What resources may be needed to resolve the issue
3. If the matter is still unresolved then the matter can be referred to the Executive Committee and or the President for a final decision to be made.
4. The consent of the Committee must be obtained before any external parties are involved in the resolution of Club issues. Only the Club President is authorised to make public statements on behalf of the Club.
5. The Team Manager and/or Coach may at any time call on Committee Members for assistance.

Any football or team related issue reported to the Committee, where the Team Manager and/or Coach has not been given the initial opportunity to resolve any such issue, will be referred back to the Team Manager and/or Coach.

All persons must take reasonable actions to avoid situations that could cause serious injury or harm to health of players, officials or the public. If any hazard is identified the Committee are to be informed as soon as possible.