

Code of Conduct		Reviewed 28.3.2025
Entity	 WEST GIPPSLAND FOOTBALL NETBALL <u>West Gippsland Football Netball</u> <u>Competition Inc.</u>	
Effective Date	This policy commences on 1 April 2025	
To be Reviewed	Annually	
Purpose	The purpose of this policy is to ensure all participants in Australian Rules Football and Netball, in connection with West Gippsland Football Netball Competition Inc., is free of any anti-social behaviour both on and off the track, which prevents others from taking part.	
Scope	This policy applies to all people involved in Australian Rules Football and Netball in connection with the Board (including all employees, affiliated members, umpires, umpire coaches and directors and participants).	
Policy	This Code of Conduct outlines behaviours which are expected to be followed by every person involved in West Gippsland Football Netball Competition Inc. the Board, as well as identifying the behaviours which must not be tolerated. Acts of violence, discrimination and vilification are illegal acts within Victoria. It is the Board's responsibility to not only report any of these acts to the appropriate legal authorities but to ensure these acts are not tolerated by the Board. Every person in Victoria has the right to participate in Australian Rules Football and Netball which is safe, welcoming, inclusive and without fear of abuse, intimidation or harassment. Equally everyone plays a part in ensuring their actions and behaviours are supportive of these values. Implementation of the Code will ensure that community sport remains safe and inclusive for all.	
Code of Conduct	Every person: spectator, participant, boards member, official, umpires, and umpire officials, administrator or member of the community involved with Australian Rules Football within our region, should work to ensure:	

	• inclusion of every person regardless of their age, gender or sexual orientation • inclusion of every person regardless of their race, culture or religion • respect is shown towards others, the umpiring coaches and directors and the broader community • a safe and inclusive environment for all • elimination of violent and abusive behaviour • protection from sexual harassment or intimidation. • Workplace bullying This policy applies to all Australia Rules Football related activities including games, training, social events, finals, club meetings and other Boards sanctioned activities.
Breaches of the Code	Penalties will be issued once the breach has been confirmed through an appropriate assessment process by the Board. The following behaviours are considered breaches of the Code: • Violent or abusive, bullying behaviour towards another person. • Vilification of any kind towards another person. • Discrimination against another person based on their age, gender or sexual orientation. • Discrimination against another person based on their race, culture, religion or any other irrelevant personal characteristic. • Sexual harassment or intimidation of another person. • Victimisation of another person for exercising their rights through the Code of Conduct. • Failure to maintain a safe environment. • Acting in an official role whilst under the influence of alcohol • Workplace Bullying or Harassment
Implementation of the Code	The responsibility of the Boards through the Code of Conduct is to: • promote the Code of Conduct to all persons involved in Australia Rules Football and Netball through the Board • ensure reporting and assessment processes are in place to identify and penalise breaches of the Code • report on the implementation of the Code, and any serious breaches, to West Gippsland Football Netball Competition Inc. Board • ensure that every person involved in Australian Rules Football and Netball is able to exercise their rights without fear of victimisation.

SIGNATORY

I have read the contents of this document and confirm that I will abide by West Gippsland Football Netball Competition Inc. - Code of Conduct.

Signed by

Name in full

Position Held.....

Dated/...../.....