

**AINSLIE FOOTBALL CLUB – *COACHES’ CODE OF CONDUCT***

The Ainslie Football Club (the ‘Club’) *Coaches’ Code of Conduct* aims to promote and strengthen the reputation of Australian Football by establishing a standard of performance, behaviour and professionalism for its Coaches. It also seeks to ensure the safety and enjoyment of all participants and stakeholders and deter conduct that could impair confidence in the honest and professional conduct of matches, or in the integrity and good character of its participants.

By accepting this *Coaches’ Code of Conduct*, Coaches are signifying commitment to supporting minimum standards of good coaching and the concepts of responsibility, competence and propriety within coaching.

This *Coaches’ Code of Conduct* continues to apply even after a Coach’s association, registration, employment or engagement has ended, if that Coach breached this *Coaches’ Code of Conduct* while acting as a current Coach of the Ainslie Football Club.

I \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (name)

of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (address)

hereby commit, to the best of my ability, to uphold the Ainslie Football Club *Coaches’ Code of Conduct*.

I understand I must maintain a standard of behaviour and conduct in the best interests of the game and the players in my care.

In representing myself in an honest manner, and without bringing the coaching profession or the game into disrepute, I will endeavour to uphold the following to the best of my ability:

**Wellbeing of Participants**

1. I will stress and monitor safety of players always.
2. In recognising the significance of injury and sickness, I will seek and follow the physician’s advice concerning the return of injured or ill players to training and ensure compliance with concussion policy
3. I will be reasonable in the demands I make on the time commitments of the players in my care, having due consideration for their health and wellbeing.
4. I will be supportive at all times and I will refrain from any form of personal or physical abuse or unnecessary physical contact with the players in my care.
5. I will not take part in any form of bullying, including via the use of social media.
6. I will not make or post inappropriate or offensive comments to players, in public or on social media.
7. I will use the facilities and equipment made available for coaching, training, matches and events appropriately.

**Inclusion and Respect**

1. I will respect the rights, dignity and worth of all individuals.
2. I will display and foster respect for umpires, opponents, Coaches, administrators and other officials and practice fair play.
3. I will refrain from any discriminatory practices including, but not limited to, discrimination on the basis of race, religion, gender, ethnic background, special ability/disability or sexual orientation, preference or identity
4. I will not engage in verbal abuse or swearing, or racist or discriminatory language at/or in the vicinity of others, sledging players and/or Coaches, or behaviour that deliberately distracts or provokes an opponent.
5. I will at all times display and teach appropriate sporting behaviour, ensuring that players understand and practice fair play.
6. I will contribute to a safe sporting environment and respectful culture which is accepting of individual differences.

**Coaching Excellence**

1. I will have due consideration for varying maturity and ability levels of my players when designing practice schedules, practice activities and involvement in competition.
2. I will endeavour to keep informed regarding sound principles of coaching and skill development and of factors relating to the welfare of my players.
3. I will ensure that players are involved in a positive environment where skill-learning and development priorities are not overshadowed by a desire to win.
4. Where I am responsible for players in the 5-18 year old age group, I will strive to ensure that all players gain fair playing time. I will avoid overplaying the favoured players, aiming to maximise participation, learning and enjoyment for all players regardless of ability.

**Integrity**

1. I will not bring the game of Australian Football, AFL Canberra or the Club into disrepute.
2. I will abide by and teach the AFL Laws of the Game and the Rules of my Club and League.
3. I will not engage in any conduct that is unethical, unbecoming, or likely to cause harm to the reputation of Australian Football, AFL Canberra, or the Club.
4. I reject the use of performance-enhancing substances in sport and will abide by the guidelines set forth in the AFL Anti-Doping and Illicit Drugs policies.

I agree to the following terms:

* I agree to abide by the Ainslie Football Club *Coaches’* *Code of Conduct* and the *Safeguarding Children and Young People Code of Conduct*
* I acknowledge that disciplinary action may be taken against me if I breach the *Coaches’* *Code of Conduct*.
* I understand that the Club will implement the complaints-handling procedure at Attachment 1 in the event of an allegation against me.
* I acknowledge that disciplinary action against me may include de-registration from the AFL National Coaching Accreditation Scheme.

**SIGNATURE**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **DATE**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**WITNESS SIGNATURE**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**DATE**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Attachment 1**

**Procedures in the case of an alleged breach of the Code**

**Scope**

The procedures outlined below apply to all Ainslie Football Club Coaches. This process operates separately to any Disciplinary Investigation that may be commenced in relation to an ordinary member of the Club under clause 9 of the Ainslie Football Club Constitution.

**Formal Complaint**

A complaint concerning a Coach must be directed in writing to the General Manager, Ainslie Football Club. The Club will appoint a Coaching Compliance Officer to investigate the complaint. Unless otherwise decided by the Board of the Club, the General Manager will carry out this role.

A complaint concerning a breach of the *Code of Conduct* by a Coach shall:

1. be in writing;
2. identify the Coach against whom the complaint is made;
3. set out the details of the complaint;
4. identify the name and address of the complainant;
5. be signed by the complainant.

The Coaching Compliance Officer will determine whether the complaint is made in the proper form as set out above and comes within the scope of the *Coaches’* *Code of Conduct* policy.

If, at the discretion of the Coaching Compliance Officer, the complaint does not comply with the above, the complainant will be informed in writing and may submit a corrected complaint.

**Investigation**

Within seven days of the complaint being received, the Coaching Compliance Officer will provide written details of the complaint to the Coach against whom the complaint is made and will allow the Coach to respond. The Coach shall have 14 days to respond to the complaint in writing or in person to the Coaching Compliance Officer. Considering the complaint and the reply, the Coaching Compliance Officer shall determine whether:

* the complaint is to be dismissed or upheld;
* disciplinary action is necessary, in which case sanctions may be applied;
* further investigation is required; or
* a formal assessment of the complaint is required.

**Formal Assessment**

If a formal assessment of the complaint is required, the Club will appoint an appropriate Coaching Conduct Sub-Committee under section 18.1 of the Constitution, to hear the complaint. The Coaching Conduct Sub-Committee’s duties shall be to adjudicate upon such matters that have been referred from the Club. Minor breaches will not generally require referral to the Coaching Conduct Sub-committee unless the breach constitutes a second breach.

Where a complaint requiring formal assessment is in relation to a Coach who is also an ordinary member of the Ainslie Football Club, the Coaching Conduct Sub-committee will consider the complaint. The Ainslie Football Club Board may also initiate its own investigation under clause 9 of the Ainslie Football Club Constitution.

The Sub-committee shall consist of no less than three impartial persons who have had no prior involvement in the matter or any direct or indirect relationship with the parties in the matter. It is recommended that one of the members shall be an accredited Coach. The majority decision of the panel will be determinative.

**Appeal Process**

Any appeal to the decision must be made in writing within two days to the Club. The Club will hear an appeal in accordance with the process set out in section 9 of the Constitution which will be considered to apply to appeals regarding breaches of the *Coaches’* *Code of Conduct* regardless of whether or not the Coach is a member of the Club. Any penalty administered by the original Conduct Committee will remain in force pending the outcome of the appeal.

**Penalties**

Penalties and sanctions open to be imposed by the Compliance Officer, Conduct Committee or Appeals Body may include one, or a combination, of the following:

* requiring verbal or written apology;
* letter of reprimand from the Club;
* removal of certain privileges;
* referral to counselling;
* requiring mediation between parties;
* suspension from coaching duties and privileges;
* deregistration.

**Deregistration**

Deregistration means withdrawal of AFL Coach Accreditation for a set time or for life.

Generally, under the AFL policy of compulsory accreditation for Coaches, deregistration will mean a person who has their accreditation suspended or withdrawn will not be able to engage in coaching activities in any affiliated organisation during that time.

Coaches who are sanctioned under this policy may also be the subject of disciplinary rules and processes of the Australian Football organisations in which they are actively involved. In the most serious cases Coaches may also be subject to criminal prosecution.

**Promoting the *Coaches’ Code of Conduct***

A copy of the *Coaches’ Code of Conduct* is available on the Club’s website.

All Coaches must receive and sign a copy of the *Code of Conduct* prior to engaging in any coaching activities with the Club.