



IRONBANK CHERRY GARDENS FOOTBALL CLUB

www.ironbankfc.com.au

Cnr Ackland Hill Rd and
Cherry Gardens Rd.
Cherry Gardens

Bylaws of the Ironbank Cherry Gardens Football Club Inc

INTRODUCTION

These Bylaws are to be read in conjunction with the Constitution of the Ironbank Cherry Gardens Football Club herein referred to as the "Club" and the Constitution of the Hills Football League herein referred to as the "Association"

Where there is contradiction or lack of clarity between these Bylaws and the Club Constitution, the Constitution shall take precedence.

Registering with or Playing Football for the club is considered to be an acceptance of, and agreement to abide by these Bylaws of the Club.

Failure to comply with or contravening of these Bylaws may lead to penalty, expulsion or suspension from the Club.

The Club shall be known as the Ironbank Cherry Gardens Football Club. This full name shall be used in all official correspondence of the Club.

The club may also be referred as the "Thunderers"

CLUB COLOURS, LOGO, UNIFORM, TRAINING TOPS AND MERCHANDISE

The designated Club playing uniform is Green & Gold, the Gurnsey may incorporate white. The Gurnsey shall incorporate the "Thunderers" Lightning bolt and/or Shield logo, Green shorts & white for away games and green socks will be worn as nominated by the Club and approved by the Association.

The Club will adopt a letterhead that will be used in all official communications by the Club. The current letterhead sample is contained in Appendix F

Any change to the uniform or letterhead shall be ratified at an AGM or SGM before adoption for the following season

Any Item of Clothing, Apparel, Merchandise or Advertising that represents or advertises the club in any way shall have its design, colours, layout, content etc. approved by the Committee before manufacture, printing, distribution or sale.

TEAM OFFICIALS

Club Coach

The Committee shall appoint a Club Coach for the following 12 month period prior to the AGM in November. If a Club Coach cannot be appointed before the AGM an Interim Coach shall be appointed in a Caretaker role until one is appointed.

The appointment of either the Club Coach or Interim Coach will be made by the recommendation of the Senior Football Director and approval of the Committee by Vote. The Club Coach selection process is managed by the Senior Football Director in liaison with the Committee.

The Senior Football Director may choose to recommend reappointing the current Club Coach, if the reappointment occurs there shall be no requirement for the Club to advertise for a Senior Coach.

Interviews for Club Coach are conducted by a panel that comprises as a minimum, the Senior Football Director, a Club representative appointed by the committee, and a person independent of the Club that is selected by either the Senior Football director or the Committee.

A Club Coach is required to be a member of the Club and shall be signed to a contract with the Club that outlines remuneration and the expectations of the Club and Committee.

Senior Coaches

All Senior Coaches shall be appointed by the recommendation of the Senior Football Director and approval of the Committee by Vote.

A Senior Coach is required to be a member of the Club and shall be signed to a contract with the Club that outlines any remuneration that may be agreed and the expectations of the Club and Committee.

Junior Coaches

All Coaches in all Junior player age groups as defined by the Association are required to obtain a current "Working with Children" check as per Appendix A Child Safety policy. All Junior Coaches will be appointed by recommendation of the Junior Football Director and approval of the Committee by Vote.

A Junior Coach is required to be a member of the Club and shall be signed to a Junior Coach Code of Conduct, this will outline the expectations of the Club and Committee.

Team Managers

The Senior and Junior Directors, in liaison with the relevant coaches, will appoint a Team Manager for each team nominated by the Club to play in the Association.

Team Managers will be given a description of their duties and responsibilities to guide them as to the expectations of the committee and the Club.

Match Day Manager

The Committee shall appoint a Match Day Manager from club members.

The Match Day Manager must ensure that:

- A check of the ground surface is conducted before the first match of the day and the Ground report is completed before play commences.
- All goal and behind posts are padded prior to the commencement of the game.
- A stretcher is placed near the interchange area and is visible from the playing arena.
- All teams have a medical kit near the interchange area.
- The timekeepers box is set up with Siren, timer and paperwork.
- Scoreboard is set up with numbers.
- Match day signage is placed at the entrance.
- All of the above are put away safely and securely at the end of the days play.

CODE OF CONDUCT

The Club shall maintain a Code of Conduct that outlines behaviors and actions that are unacceptable to the club and outline the positive behaviors and actions that are expected by the Club.

All Officials, Sponsors, Players, Parents of Junior Players, Members and Supporters and visitors shall abide by the Club's Code of Conduct. The committee shall have the power to ban, suspend, sanction, counsel, fine, or impose a penalty it considers appropriate in the circumstances on any Official, Sponsor, Player, Parent of Junior Players, Member, Supporter or Visitor for any breaches or complaint upheld in respect of the Code of Conduct not subject to a hearing by the Association.

The Code of conduct will be prominently displayed in the Clubrooms, Changeroom's, both Home and away, Coaches boxes, both home and away, Timekeepers box, Scorers box & Gymnasium

If a breach of the Code of conduct is brought to the attention of the Committee or a complaint made to the Committee in relation to the Code of Conduct then the Club shall convene a Code of Conduct subcommittee within 72 hrs of the complaint being received.

The Code of Conduct Subcommittee will consider the breach or complaint and determine any penalty or action arising from any breaches of, or complaints against, the Club Code of Conduct.

If the complaint is brought against a player, then as a minimum, the Code of Conduct subcommittee will comprise of the relevant Senior or Junior Director, Secretary and the Players Coach at the time of breach.

The following breaches will result in suspension, sanction, counselling, fine or penalty

- Any player who has received a total of three yellow card offences in any season
- Any player who has received a red card during the course of a game.

In consultation with the player, the subcommittee may elect to accept a prescribed penalty from the Association in lieu of a Club hearing or determination.

Any player against who any charge has been proved at a hearing of the Association during the current season or any player who has received an automatic suspension during the season from the Association will not be eligible to win any Club award.

If a complaint is brought against a Club Official, Sponsor, Member, Members Guest, Supporter or Visitor who are not players then as a minimum, the Code of Conduct subcommittee will comprise of the President, Secretary and one other Official of the Club. The Code of Conduct Subcommittee membership may vary to include any other members of the Committee but there shall be a minimum of 3 Committee members presiding in judgement of any breaches or complaints in regard to the Code of Conduct.

All penalties shall be advised verbally and in writing within forty eight (48) hours of the decision.

The subcommittee shall provide a written report to the next Committee meeting on any incidents outside of appeal.

Any Club member incurring a penalty with the exception of an Association penalty shall have a right of appeal, Any appeal shall be lodged in writing to the Club Secretary within forty eight (48) hours of the written notification being received.

Any appeal considered shall be heard by a quorum of at least seventy five (75) percent of the Committee and the appeal hearing shall be held within five (5) days of the written appeal being received by the Club Secretary.

The Club member shall be advised in writing, of the decision of the Committee toward the appeal.

The Club Code of Conduct is contained within Appendix C

CLUB AWARDS

Life Member

Life membership shall be conferred on a member in accordance with the Constitution. Awarding of life membership is the greatest honour to be bestowed by the club.

It is generally held that a person should have rendered outstanding service for at least 20 years before being considered for Life Membership

Life members will be awarded a Life members badge and Certificate at the next Senior Presentation evening after their nomination is accepted and majority vote achieved at a General meeting of the club

Life members will be recorded on the Ironbank Cherry Gardens Honour board as soon as practical after presentation of the badge and certificate

Sporting Life member

All players obtaining the milestone of 150 senior games shall be awarded Sporting Life Membership and be awarded a Sporting Life Membership pin at the next Club Senior Presentation night.

Club Officials or members who give a minimum of 10 years continuous service shall receive Sporting Life Membership and be awarded a Sporting Life Membership pin at the Club presentation evening

Sporting Life Members will be recorded on the Ironbank Cherry Gardens Football Club Sporting Life Member Honour board in chronological order.

Club Person of the Year

Nominations for the Club Person of the year are accepted by the committee after the last round of the current season. The committee will select the Club Person of the year from the nominations. If more than one nomination is received the Club Person of the year will be selected by majority vote of the committee.

The Club Person of the year will be awarded a trophy at Senior presentation night and have their name and year received engraved upon the Club Person of the year shield, this Shield shall be displayed in the Clubrooms.

PLAYER AWARDS

The Club shall hold Junior and Senior Club awards presentations annually on dates endorsed by the Committee.

Modified Football

All players participating in the modified junior program shall be awarded a trophy at a presentation ceremony at the end of the season.

Senior & Colts Football

Players in teams playing for points shall be considered for:

- Best Player Award
- Runner Up Best Player Award
- Most Consistent Player Award
- Best New Talent or most Improved Player Award (Which one is awarded is determined by the Coach)
- Best Team Person or Coaches award (Which one is awarded is determined by the Coach)

Selection of the Best and Fairest, the Runner Up Best and Fairest and the most consistent player award are decided by polling votes.

To award votes the Team Manager shall issue three (3) voting slips per match, one to

APPENDIX A – IBCGFC CHILD SAFE ENVIRONMENT POLICY

***IRONBANK FOOTBALL CLUB
CHILD SAFE ENVIRONMENT POLICY***

VERSION 1

22/6/13

CHILD SAFE ENVIRONMENT POLICY

1. Introduction

Ironbank Football Club is committed to providing a safe environment for all children that participate in organised activities within the club.

2. Purpose of Our Policy

The main objective of our Member Protection Policy (policy) is to maintain responsible behaviour and the making of informed decisions by participants in this club. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in our club of his or her legal and ethical rights and responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our club's activities.

3. Who Our Policy Applies To

Our policy applies to everyone involved in the club including committee members, administrators, coaches, officials (umpires if appointed by Ironbank), players, parents and spectators.

4. Extent of Our Policy

Our policy covers unfair decisions (e.g. team selection) and actions, breaches of our code of behaviour and behaviour that occurs at practice, in the club rooms, at social events organised or sanctioned by the club, and on away and overnight trips. It also covers private behaviour where that behaviour brings our club or sport into disrepute or there is suspicion of harm towards a child or young person.

5. Club Responsibilities

We will:

- implement and comply with our policy;
- promote our policy to everyone involved in our club;
- promote and model appropriate standards of behaviour at all times;
- respond to breaches or complaints made under our policy promptly, fairly, and confidentially;
- review this policy every 12-18 months; and
- seek advice from and refer serious issues to the HFL.

Serious issues include unlawful behaviour that involves or could lead to significant harm and includes criminal behaviour (e.g. physical assault, sexual assault, child abuse) and any other issues that our state or national body request to be referred to them.

6. Individual Responsibilities

Everyone associated with our club must:

- comply with the standards of behaviour outlined in our policy;
- treat others with respect;
- always place the safety and welfare of children above other considerations;
- be responsible and accountable for their behaviour;
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.

7. Protection of Children

7.1 Child Protection

The Ironbank Football Club will ensure that volunteers and employees are able to identify and respond to children at risk of harm.

The Ironbank Football Club will make all volunteers and employees aware of their responsibilities under respective state laws if they have suspicion on reasonable grounds that a child has been or is being abused or neglected. (See Part E)

In addition to any legal obligation, if any person feels another person or organisation bound by this policy is acting inappropriately towards a child or is breaching the code(s) of practice set out they may make an internal complaint. Please refer to our complaints procedure outlined in attachment [C1] of this policy. This will explain what to do about the behaviour and how the The Ironbank Football Club will deal with the problem.

7.2 Supervision

Members under the age of 10 must be supervised at all times by a responsible adult. Our club will provide a level of supervision adequate and relative to the members' age, maturity, capabilities, level of experience, nature of activity and nature of venue. If a member finds a member under the age of 10 is unsupervised, they should assume responsibility for the member's safety until the parent/guardian or supervisor can be found.

Parents must turn up on time to collect their child for reasons of courtesy and safety. If it appears a member will be left alone at the end of a training session with just one child, they will ask another member to stay until the child is collected.

7.3 Transportation

Parents/guardians are responsible for transporting their children to and from club activities (e.g. practice and games).

7.4 Taking Images of Children

Images of children can be used inappropriately or illegally. We require the privacy of others to be respected and disallow the use of camera phones, videos and cameras inside changing areas, showers and toilets.

We will not display personal information such as residential address, email address or telephone numbers without gaining consent from the parent/guardian. We will not display information about hobbies, likes/dislikes, school, etc as this information can be used as grooming tools by pedophiles or other persons. We will only use appropriate images of a child, relevant to our sport and ensure that the child is suitably clothed in a manner that promotes the sport, displays its successes, etc.

8. Anti-harassment, Discrimination and Bullying

Our club opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race, and marital status.

Our club takes all claims of harassment, discrimination, bullying and cyber bullying seriously. We encourage anyone who believes they have been harassed, discriminated against or bullied to raise the issue with the club (see Responding to Complaints).

9. Inclusive practices

Our club is welcoming and we will seek to include members from all areas of our community.

- referring the complainant to an external agency such as a community mediation centre, police or anti-discrimination agency.

In situations where a complaint is referred to the HFL association and an investigation is conducted, the club will:

- co-operate fully;
- ensure the complainant and respondent are not victimised;
- where applicable, ensure the complainant is not placed in an unsupervised situation with the respondent(s); and
- act on the HFL association's recommendations.

At any stage of the process, a person can seek advice from or lodge a complaint with an anti-discrimination commission or other external agency.

10.3 Disciplinary Measures

Our club will take disciplinary action against anyone found to have breached our policy or made false and malicious allegations. Any disciplinary measure imposed under our policy must:

- Be applied consistent with any contractual and employment rules and requirements;
- Be fair and reasonable;
- Be based on the evidence and information presented and the seriousness of the breach;
- Be determined by our Constitution, By Laws and the rules of the game.

Possible measures that may be taken include:

- verbal and/or written apology;
- counselling to address behaviour;
- withdrawal of any awards, placings, records, achievements bestowed in any tournaments, activities or events held or sanctioned by our club;
- suspension or termination of membership, participation or engagement in a role or activity;
- de-registration of accreditation for a period of time or permanently;
- a fine; or
- any other form of discipline that our club considers reasonable and appropriate.

10.4 Appeals

The complainant or respondent can lodge one appeal against decisions of or disciplinary measures imposed by our club to our President. Appeals must be based on either a denial of natural justice, because of unjust or unreasonable disciplinary measure(s) being imposed, or on the grounds that the decision was not supported by the information/evidence presented and available to the decision maker/club.

Attachment 2: CODES OF BEHAVIOUR

Ironbank Cherry Gardens Football Club

Codes of Behaviour

This Code of Behaviour aims to set out the minimum standards for anyone involved in sport. It should apply when playing, training or taking part in club-sanctioned activities.

- Act within the rules and spirit of your sport.
- Promote fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Show respect and courtesy to all involved with the sport.
- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Respect the decisions of officials, coaches and administrators.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Display appropriate and responsible behaviour in all interactions.
- Display responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Do not tolerate abusive, bullying or threatening behaviour.

ATHLETES

- Give your best at all times.
- Participate for your own enjoyment and benefit.
- Play by the rules and show respect for other players, coaches and officials.

COACHES

- Place the safety and welfare of the athletes above all else.
- Help each person (athlete, official, etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.

Attachment 3: Positions that are required to obtain police checks

Police Checks are required for all of the following positions for all teams from U8 through to U17.5 inclusive where they are incumbent is over the age of 18 and performs the role more frequently than once per month.

1. Coaches
 2. Runners
 3. Trainers
 4. Junior Co-ordinator
 5. Child Safe Officer
 6. Team Manager
-

<p>Nature of complaint (category/basis/grounds)</p> <p>Can tick more than one box</p>	<p><input type="checkbox"/> Harassment or <input type="checkbox"/> Discrimination</p> <p><input type="checkbox"/> Sexual/sexist <input type="checkbox"/> Selection dispute <input type="checkbox"/> Coaching methods</p> <p><input type="checkbox"/> Sexuality <input type="checkbox"/> Personality clash <input type="checkbox"/> Verbal abuse</p> <p><input type="checkbox"/> Race <input type="checkbox"/> Bullying <input type="checkbox"/> Physical abuse</p> <p><input type="checkbox"/> Religion <input type="checkbox"/> Disability <input type="checkbox"/> Victimisation</p> <p><input type="checkbox"/> Pregnancy <input type="checkbox"/> Child Abuse <input type="checkbox"/> Unfair decision</p> <p><input type="checkbox"/> Other</p>
<p>What they want to happen to fix issue</p>	
<p>Information provided to them</p>	
<p>Resolution and/or action taken</p>	
<p>Follow-up action</p>	

Attachment 6: Risk Management Plan

Coaches – medium risk.

Identified risk: Has significant amount of contact with players that can involve conversations around poor performance. Can be involved in one-one conversations with juniors, may be alone with a player at times.

Identified management plan: have all coaches complete minimum training around working with children as detailed in Attachment 5.

Runners – low risk

Main risk: Can be involved in one-one conversations with juniors including those around poor performance, infrequently alone with a player.

Identified management plan: have all coaches complete minimum training around working with children as detailed in Attachment 5.

Trainers- medium risk

Main risk: Can be involved in one-one conversations with juniors, may be alone with a player at times.

Identified management plan: have all coaches complete minimum training around working with children as detailed in Attachment 5.

Team Manager- low risk

Main risk: Can be involved in one-one conversations with juniors, infrequently alone with a player.

Identified management plan: have all team managers complete minimum training around working with children as detailed in Attachment 5.

APPENDIX B – JUNIOR COACH, PARENT, CAREGIVER OR
PLAYER CODE OF CONDUCT

Code of Conduct – Juniors – Coaches, Parents or Caregivers and Players

As a Coach, Parent or Caregiver of a Junior Player the Ironbank Cherry Gardens Football Club, I will :

1. Not use any discriminatory communication or practices on the basis of race, religion, gender, ethnic background or special ability/disability.
2. Abide by and teach the AFL Laws of the Game and the rules of my Club, Association or League
3. Be reasonable in the demands I make on the time commitments of the players in my care, having due consideration for their health and well-being.
4. Be supportive at all times and I will not undertake any form of personal or physical abuse or unnecessary physical contact with the players in my care.
5. Have due consideration for the varying maturity and ability levels of my players when designing practice
6. Remind Parents /spectators that children play sport for their enjoyment, not theirs.
7. Encourage children to participate, and not force participation upon them.
8. Focus on the Child's efforts and self-esteem rather than whether they win or lose
9. Encourage children to always participate according to the rules.
10. Remember children learn best by example – applaud the efforts of all players in both teams.
11. Support all efforts to remove verbal and physical abuse from sporting activities.
12. Show appreciation of volunteer coaches, officials and administrators – without whom Junior Players could not participate.
13. Respect umpires' decisions and teach children to do likewise.
14. Remember smoking and the consumption of alcohol is unacceptable at junior sport.
15. Ensure equal participation for all by providing equal opportunities for all regardless of ability, size, shape, sex, age, disability or ethnic origin.
16. Ensure that training schedules take into consideration the age, ability and maturity level of the participants.
17. Ensure adequate supervision is provided by qualified and competent coaches and officials capable of developing appropriate sports behaviour and skills.
18. Remember children participate for enjoyment.
19. Ensure parents, coaches, officials, sponsors, members, volunteers, trainers and participants understand their responsibilities regarding fair play and display and foster respect for umpires, opponents, coaches, administrators, other officials, parents, volunteers and spectators
20. Maintain any required accreditations.
21. Strive to ensure that all players gain fair playing time by aiming to maximise participation, learning and enjoyment for all players regardless of ability.
22. Monitor safety at all times. In recognising the significance of injury and sickness, I will seek and follow the trainers advice concerning the return of injured or ill players to training.
23. 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
24. Agree to abide by the Clubs Code of Conduct and Childsafe policy which are available on our Website at www.ironbankfootball.com.au

APPENDIX C – IBCGFC CLUB CODE OF CONDUCT



IRONBANK CHERRY GARDENS FOOTBALL CLUB

CODE OF BEHAVIOUR

This Code of Behaviour aims to set out the minimum standards for anyone involved in Ironbank Cherry Gardens Football Club. (therein known as the "Club")

It applies to anyone playing, training, volunteering, supporting, spectating, attending or participating in Club activities, This code of behavior also applies to any person commenting, making observations, or posting information via electronic communication. EG: email, facebook, twitter etc.

- Act within the rules and spirit of your Club
- Promote fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate positive behaviours and skills.
- Support opportunities for participation in all aspects of Football
- Treat each person as an individual.
- Show respect and courtesy to all involved with the Club
- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Respect the decisions of officials, coaches and administrators and model positive behaviour toward these people at all times
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18. Refer to the Clubs Childsafe Policy for further information
- Display appropriate and responsible behaviour in all interactions.
- Display responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe, non-threatening and harassment-free environment.
- Do not tolerate vilification, bullying or abusive or threatening behavior and report any unacceptable or concerning transgressions of this Code of Conduct to an official of the Club immediately



Athletes

- Give your best at all times.
- Participate the enjoyment and benefit of yourself and of the Club
- Play by the rules and show respect for all players, coaches, officials and volunteers

Coaches

- Place the safety and welfare of the athletes above all else.
- Help each person (athlete, official, etc.) to reach their potential. Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of players, in particular young players.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.
- Where Coaching players under 18 ensure all interaction is positive, and in accordance with the Clubs Childsafe Policy and the Clubs Junior Coaches Code of Conduct.

Officials

- Place the safety and welfare of the athletes above all else.
- Ensure all players are included and can participate, regardless of their race, gender, ability, cultural background, sexuality or religion.
- Be consistent, impartial and objective when making decisions.
- Address unsporting behaviour and promote respect for other players and officials. Any complaint brought to an official of the Club will be dealt with in a prompt and professional manner in accordance with the constitution and Bylaws of the Club in force at time of the complaint.



Administrators

- Ensure quality supervision and instruction for players.
- Support coaches and officials to improve their skills and competencies.
- Act honestly, with integrity and in adherence with the Clubs Policies. Act in good faith and in the best interests of the Sport and Club as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct club responsibilities with due care, competence and diligence.

Parents and Volunteers

- Encourage your child to participate, do their best and have fun.
- Focus on your child's effort and performance, rather than winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Help out the coach or officials at training and games, whenever possible.
- Model appropriate behaviour's, including respect for other players, officials, parents and volunteers.

Spectators

- Respect the effort and performances of players, officials and volunteers whether from our Club or any opposition Club
- Be a role model and enhance the reputation of our club by rejecting the use of harassment, vilification, bullying or violence in any form, whether by players, spectators, coaches, officials, or volunteers and by reporting any observed breaches to an official of the Club immediately

APPENDIX D – CLUB OFFICIALS – ROLE DESCRIPTIONS &
RESPONSIBILITIES

APPENDIX E – CLUB COMMITTEE MEMBER OR KEY VOLUNTEER
ROLE DESCRIPTIONS & RESPONSIBILITIES