

# NORTHERN TASMANIAN FOOTBALL ASSOCIATION INC. CODE OF CONDUCT GUIDELINES



The following is an extract from the NTFA By-Laws in regard to the conduct of players, parents, supporters, administrators, officials and coaches and disciplinary procedures in competitions conducted by the NTFA.

## Attachment "B"

### Code of Conduct Guidelines and Disciplinary Procedures

The NTFA Code of Conduct ("Code of Conduct") is in place to assist in ensuring the safety and enjoyment of all players, officials and supporters in particular it relates to their conduct and behaviour. Clubs are required to ensure that all members receive a copy of the Code of Conduct.

#### 1. Guidelines

1.1 The Code of Conduct shall not conflict in any way with the rules governing "Reportable Offences" (19.2 of Laws of Australian Football), The NTFA Order-Off Rule By-Law. On-field offences shall be solely governed as such. A charge made for a reportable offence will take priority over a reported breach of the Code of Conduct (in the same incident). As such, an individual may not be penalised under the Tribunal/Set Penalty system and the Code of Conduct, it must be one system or the other.

1.2 Any player, official or supporter bringing a club into disrepute, irrespective of the cause, shall be entitled to one warning for what would be considered a 'Level 1' breach. Further such indiscretions or a more serious violation that warrants a stronger response or remedy commensurate with the seriousness of the breach of the Code of Conduct shall be dealt with in the following manner:

A 'complaint' may be made by:

1.2.1 An authorised club official on behalf of the club and any of its members

1.2.2 The NTFA Board Members directly

1.2.3 Officiating umpires (on Umpire Match Report Form)

1.3 All complaints shall be referred to the NTFA General Manager. Complaints directly to the NTFA will be accepted within three business days of an alleged indiscretion.

1.4 Any breach reported will be initially assessed by the NTFA Board. Where the NTFA Board is of the opinion that a person may have committed a Code of Conduct breach, whether on the basis of an investigation, video evidence or otherwise, the NTFA Board may impose a Level 1 breach; or refer the matter to the Conduct Committee for hearing and determination. The NTFA Board may also dismiss a complaint or dismiss a complaint and determine it to be frivolous.

1.5 Should the NTFA Board or Conduct Committee determine a complaint made by a club or club official to be frivolous, a fee of \$100 will be imposed upon that club.

1.6 Individuals and Clubs will be notified via their Club President in writing of any case to answer and the time and date of a convened hearing. Those requested to attend a convened hearing into the matter are compelled to attend or have a representative attend in their place.

1.7 The following is indicative of the form of response that may occur:

<b>Breach</b>	<b>Description</b>	<b>Remedy</b>	<b>Referred</b>
Level 1	Minor Indiscretion	Individuals name recorded; counselling, mediation or apology if appropriate; official warning	Usually Not
Level 2	More serious infraction or repetition (within 3 years)	Suspended sentence or loss of membership rights; possibly the assigning of the individual to a mentor program by the NTFA; counselling, mediation or apology as necessary; suspended fine for club	Yes
Level 3	Serious Infraction or 'third strike' (third Level 1 or second Level 2 within 3 years)	Any of the above; OR potential suspension or removal of membership rights of an individual; fines and/or loss of competition points to a club/team	Yes

1.8 Indiscretions may be accounted for partly by an individual and partly by the club in which they are related to. As such penalties may potentially be apportioned to either an individual or club or shared. Clubs may be held partially responsible for the conduct of members and non-member supporters.

#### *Promoting the Code of Conduct*

1.9 All members must be given a copy of the Code of Conduct.

1.9.1 All players must be given a copy and sign (via registration form)

1.9.2 All coaches must be given a copy and sign (re-registration required each year)

1.9.3 All club Presidents must be given a copy and sign the Club Officials & Administrators Code of Conduct Form each year.

Form should be submitted before Round 1. The President shall sign the form on behalf of and including committee, runners, trainers, team managers, match day officials and any other recognised support persons.

1.9.4 A copy must be in a prominent position in the following locations: on canteen wall, in front of canteen; in the home and visitors change rooms.

1.9.5 The NTFA will provide clubs with an initial supply of A4 signs.

## *Code of Conduct Sign-Off*

1.10 Players, officials and parents of Under 19 players are expected to sign off on the following key statements regarding behaviour and expectations involved supporting the Code of Conduct via their registration form or the 'Club Officials Code of Conduct Form':

### *Player*

- I hereby agree that I am bound by the rules, by-laws and policies of the club and the NTFA as amended from time to time
- I acknowledge that my failure to adhere to these rules may result in deregistration
- I declare that this information is true and correct.
- I have received and understand my responsibilities under the NTFA's Code of Conduct.

### *Parents/Caregivers*

- I hereby consent to the registration of my child with the NTFA.
- I acknowledge that I have been provided with and understand the Code of Conduct of the NTFA. I hereby agree to abide by the Code of Conduct and agree to observe and obey the Code of Conduct and all rulings made by the NTFA that relate to me. I understand that the NTFA may withdraw or suspend my child's registration to play in this competition shall I fail to comply with the Code of Conduct and/or any rulings of the NTFA shall I breach these Codes.

### *Coaches*

- I hereby agree that I am bound by the rules, by-laws and policies of the club, the NTFA as amended from time to time.
- I acknowledge that my failure to adhere to these rules may result in deregistration.
- I declare that the information is true and correct.
- I have received and understand my responsibilities under the NTFA's Code of Conduct.

### *Club Officials*

- As President by signing this form I acknowledge that I have received and understand my obligations under the NTFA's Code of Conduct as an official of an affiliated club. I also agree on behalf of my club officials and administrators to abide by the rules, regulations and by-laws that govern this competition.

### *Match Manager Responsibilities*

1.11 In maintaining the NTFA's Code of Conduct, the Match Manager shall:

1.11.1 Liaise with club officials as requested (from either the home or visiting club) to help identify and find details for the alleged offender(s), those affected and any witnesses.

1.11.2 Where an incident appears to represent a minor breach, the Match Manager may issue a warning to any person that they may be close to breaching the Code of Conduct.

1.11.3 Where a formal complaint is warranted, the Match Manager shall advise the affected club to submit a formal complaint to the NTFA Board and follow the guidelines as described in paragraph 1.2 of the Code of Conduct Guidelines.

1.11.4 They shall ensure that appropriate signage (provided by the NTFA) is maintained and clearly visible at the venue's canteen and in each change-room.

1.12 The Match Manager should also assist the Umpires upon request to:

1.12.1 Identify and obtain the details of any supporter, member or non-member spectator that they believe to be an offender or witness to a breach.

1.12.2 Identify and obtain the details of any club official or member that they believe to have been involved in a reportable offence where the umpire has not been able to ascertain the individual's identity.

1.13 Club Officials must co-operate in assisting the Match Manager upon request to identify and obtain details for any member or supporter belonging to their club. Where it is believed that a Club Official has not co-operated appropriately, it will be considered a Level 2 breach.

## **2. Conduct Committee**

2.1 The Conduct Committee is an independent committee whose duties are to determine and adjudicate upon such matters that the NTFA Board may from time to time refer.

2.2 The NTFA Board shall appoint the Conduct Committee, members may consist of a combination of the following: a representative from the independent Tribunal Panel, a representative from the NTFA Board and or nominee(s)

2.3 The Conduct Committee will meet after all relevant parties can be notified of the hearing date and time and any formal investigations completed.

## **3. Scope and Powers of the Conduct Committee**

3.1 The Conduct Committee will operate under the same processes and rules as the Tribunal as per the NTFA by-laws

3.2 Decisions may be appealed under the same processes and rules of the Tribunal (as per the NTFA by-laws).

3.3 The Conduct Committee has the power to dismiss or change the grading of a breach, as well as postpone a hearing as they deem necessary in relation to the evidence produced.

3.4 Penalty options at the disposal of the Conduct Committee may include:

3.4.1 Appoint a mentor to an individual for a time nominated by the Conduct Committee and/or undergo some form of remedial counselling.

3.4.2 Order that the individual must participate in a remedial program (e.g. Club Umpiring for a period of time determined by the Conduct Committee).

3.4.3 Ask for an apology to be given.

3.5.4 Enforce a process of mediation between aggrieved parties with particular outcomes to be achieved.

3.5.5 Revoke a player or coach's registration to play/coach for a period of time as determined by the Conduct Committee.

3.5.6 Revoke a child's registration to play for a period of time as determined by the Conduct Committee in the case of a breach by a parent/guardian.

3.5.7 Ban an individual from admission to any recognised NTFA event and venue.

3.5.8 Ban an individual from holding any post as an official, administrator or committee person in the NTFA.

3.5.9 Impose a fine on a club.

3.5.10 Impose the loss of 'competition points' upon a team/club.

3.5.11 Impose a suspended penalty of any of the above.

A third violation/breach of the NTFA's Code of Conduct within three years in any capacity as player, coach, official and/or spectator will bring about an automatic revocation of the player's permit to play and/or coach's permit to coach for a time to be determined by the Conduct Committee.

3.6 Penalties may be imposed in any combination of the above guidelines.

3.7 Failure to comply with any penalty handed down by the Conduct Committee may result in a greater penalty being determined for the individual/club.