



BULLI FOOTBALL CLUB LTD

ACN 065 418 000

ABN 61 065 418 000

Code of Conduct

Version	1.1
Adoption Date:	29/11/2023
Amendment Date:	31/1/2024

Bulli Football Club is a not-for-profit business that operates with a dedicated volunteer base running the business. To be successful, the club requires members to be committed to the club values and uphold a code of conduct that is built on respect, integrity, and inclusiveness.

- 1.1. All members are expected to support and align their behaviours to the Club values.
- 1.2. All members are required to adhere to rules and regulations issued by FSC/FNSW for all competitions that Bulli Football Club participates. This includes abiding by all behaviour policies including Member and Child Protection policies. Our place in the competition requires strict adherence to all governing body policies.
- 1.3. The club will not tolerate unacceptable behaviours, and this includes but not limited to the following:
 - Any form of bullying and harassment
 - Sexual harassment and misogynistic behaviour
 - Racial vilification
 - Physical threats and fighting
 - Discriminatory behaviour in any form
 - Inappropriate language designed to intimidate and belittle.
 - Behaviours as outlined by the Responsible Service of Alcohol under the Liquor License.
 - Fraudulent behaviour
 - Cyberbullying
- 1.4. The club operates Social Media platforms like Facebook and Twitter for its members, these sites are for the benefit of all members. Information and comments made on these sites are subject to the code of conduct. These sites are accessed by a broad range of members, and information posted will be accessible to families and potentially persons under the age of 18 years.
- 1.5. All posts are expected to be in line with Club's values. Inappropriate posts will be removed by the sites administrator, and if considered a serious breach, referred to the Board for review. If the behaviour is considered serious misconduct, or a repeat of previous misbehaviour, the member will be removed from accessing the site.

- 1.6. Any inappropriate behaviour towards children and younger people will immediately be escalated in line with latest Child Protection legislation. The club does have several Directors trained in Member Protection legislation; these members would be involved in any decision to escalate a response. If warranted, the incident will be referred to the Police.
- 1.7. Members from the Board and Committee are required to set the standard for the Clubs behaviours. This includes their own behaviours as well as monitoring the behaviours of members and visitors to the club. Where breaches to the code of conduct occur, the Board will decide if follow up action is required.
- 1.8. Where breaches do occur, as a minimum, the offending person should be spoken to by Board representative(s) and reminded of their obligations to support the values and code of conduct of the Club. This applies equally to Board and Committee members, the code of conduct applies to all members regardless of position in the Club.
- 1.9. If serious misconduct occurred, or repeat incidences of inappropriate behaviour occurred, a member may be requested to meet with the Board to discuss their behaviours. In all incidents, common sense and fairness needs to be the guiding principles in resolving disputes.
- 1.10. If a member feels behaviours are not improving, or have a specific complaint, they may require a formal meeting with the Board. This does not need to be in writing, if there is a genuine issue and it is communicated to a Club Board or Committee member, a review meeting will be coordinated as quickly as possible.

Where conflict between members is ongoing, the Board may bring in external resources to facilitate solutions.

- 1.11. If behaviours of a member(s) continued to breach the clubs values and code of conduct, the offender would be asked to leave the Club. This would only occur after a review of the incident(s) in detail by the Board. Removing a member requires most of the Board approval.
- 1.12. The club does not have any authority to impose financial penalties or suspensions on members (non-playing), however, can request a member to leave based on their behaviours.
- 1.13. Please note, player and club members are subject to suspensions and fines in line with the rules and regulations of FSC. Where persons breach these rules, the penalties handed down by FSC do apply. Appealing FSC decisions will only occur where there are valid grounds for appeal as outlined in the FSC rules and regulations. Coaching staff and the Football sub-committee may choose to increase playing suspensions if appropriate, however, no additional monetary fines can be applied.
- 1.14. Where serious misconduct has occurred that is potentially illegal, the club would refer the incident to the Police. The Board of Directors and Committee member's first priority is the safety of our members, and to protect the broader interests of the club. The Board takes its responsibilities under Duty of Care legislation seriously. Similarly, any illegal behaviour that threatened the club operations and finances, would be referred to the Police.
- 1.15. Any member who wishes to appeal against a decision, is required to put their grievance in writing requesting a meeting with the Board. Depending upon the incident, the Club may decide to appoint an external mediator for formal grievances.