

Tolland Football Club Incorporated

A.B.N. 12 521 354 921

P.O. Box 2026, Wagga Wagga. NSW. 2650

Tolland Football Club Bringing Our Club Into Disrepute Policy

Rationale: A clear policy to cover any of our registered players, officials regular volunteers or regular supporters who may bring our club into disrepute or themselves into disrepute while representing the Tolland Football Club.

What is “Disrepute?” Disrepute means any conduct, statement or appearance in public that is damaging to reputation.

Further Important Definitions required below:

Attribute means race, colour, religion, language, politics, national or ethnic origin, gender, transgender, sexual orientation, age, marital status, pregnancy or intellectual or physical impairment or any other attribute specified under commonwealth or state legislation.

Benefit means money, gift, advantage, consideration or any other benefit or reward, whether in cash or kind.

Without limiting the generality of the above definition, our members, players, officials, volunteers or officials will be taken as having brought themselves or our club into disrepute if any of the following occurs:

- (a) discriminatory behaviour, including public disparagement of, discrimination against, or vilification of, a person on account of an Attribute;
- (b) harassment, including sexual harassment or any unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances;
- (c) offensive behaviour, including offensive, obscene, provocative or insulting gestures, language or chanting;
- (d) provocation or incitement of hatred or violence;
- (e) spectator or crowd violence;
- (f) intimidation of Match Officials, which may take the form of (but is not restricted to) derogatory or abusive words or gestures toward a Match Official or the use of violence or threats to pressure a Match Official to take or omit to take certain action regardless of where such action is taken;
- (g) forgery and falsification, including creation of a false document, forgery of a document or signature, the making of a false claim or providing inaccurate

or false information on a prescribed form;
(j) abuse of position to obtain personal benefit;
(j) commission or charge of a criminal offence; or
(k) any other conduct, behaviour or statement that materially injures the reputation and goodwill of our club or football generally.

NB: A Club is deemed to have committed an offence under this section where its crowd or its spectators have engaged in any of the conduct outlined above.

NB: Players and Officials are entitled to have their privacy respected and this policy is not intended to apply to private activities engaged in by a Player or an Official that are not in the public domain.

LIABILITY FOR SUPPORTER AND SPECTATOR CONDUCT

A Club is responsible, and liable, for the conduct and behaviour of its supporters, whether at home or away Matches. Each patron at a Match must comply with the Spectator Code of Behaviour. It is the host Club's responsibility to ensure this Spectator Code of Behaviour is implemented and enforced against all spectators.

A guest Club is liable for improper conduct among its own group of supporters.

Supporters occupying the guest sector of a stadium are regarded as the guest Club's supporters, unless proven to the contrary.

What Happens If You Breach This Policy?

It is a breach of this Policy for any person or organisation to which this Policy applies, to do anything contrary to this Policy. The club executive classifies a breach of this policy to be either minor or major. Minor offences always start at step one while a major breach of policy goes straight to step two.

The Club may impose disciplinary sanctions on members, players, officials, volunteers or supporters in accordance with the stated recommendations of this policy not being implemented/followed and may implement the following maximum sanctions:

Step one: For minor incidents of this policy breach the offender concerned is warned and their inappropriate behaviour is explained by the Club representatives. This will always involve a clear warning not to repeat a further policy breach. The offender will clearly understand that if further policy breaches occur they will receive some sanctions stated in the anti-racism policy. The incident is recorded. A written notification will be supplied to the offender

Step two: Following a second incident of any policy breach by the same offender (name already recorded) the offender will be given one of the sanction/s outlined below.

- (a) the imposition of a fine (maximum \$200);
- (b) suspension up to a maximum of 12 Matches; or
- (c) expulsion from the Tolland Football Club (delisted as a registered player or official)
- (d) ban from attending club matches, training sessions, club events/fund raisers or club outings (maximum 12 weeks/matches).

NOTICE AND DISCIPLINARY SANCTIONS

The Club may enforce the terms of this policy and invoke the sanctions only if it has given the party alleged to have infringed this policy:

- (a) reasonable details of the alleged infringement;
- (b) notice of possible sanctions; and
- (c) the opportunity to be heard in relation to the issues of infringement and sanction.

The imposition of a sanction is immediate or as otherwise notified by the party imposing the sanction.

If a Member disputes the sanction or purported action taken under this policy that party may appeal in accordance with the Grievance Resolution Regulations (outlined in the club constitution) provided that it does so within 7 business days of notice of the sanction.

What Can I Do If I'm Issued With Any Of The Above Sanctions?

Accept the issued sanction or seek advice from club officials, the Club MPIO officer or other sources to lodge an appeal as stated in the grievances procedures written in the club constitution.

TFC Committee
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