



Parents/Guardians & Spectators Code of Conduct

The Kedron Districts Junior Football Club aims to promote, cultivate and foster the game of Australian Rules Football to people aged 17 years or under within the district of Kedron and its surrounding suburbs. We also aim to educate, train, coach and encourage members of the Club in all aspects of life, not just specifically football. We cannot do this without the cooperation and support from that child's family.

To ensure such cooperation and support, this Code of Conduct outlines the Club's expectations for a player's parents, step-parents, guardians, grandparents, extended family members, family friends and carers (collectively, parents).

In developing this Code, the Club recognises that Parents ultimately want the best for their children. However, the Club also expects Parents to recognise that it must ultimately balance the interests of all of the Club's stakeholders (including not only players and Parents, but also the Club's volunteers and their right to a safe working environment).

This Code does not attempt to provide a detailed and exhaustive list of what to do in every aspect of a parent's interactions with the Club and the Club community. Instead, it sets out general expectations. As such, this Code is intended to be practical, non-adversarial and non-legal.

Four key expectations of parents of club members and players

1. Support the ethos and values of the Club

Parents are expected to visibly support the ethos and values of the Club, and role model responsible and safe behaviours for their children and others in the community to learn from.

Comply with the Club's and AFL's codes of conduct, directions policies, rules and regulations, and ensure that their children do the same.

Respect (and show to their children that they respect) that the Club is inclusive and welcomes players from a variety of backgrounds, and with different needs.

Raise grievances directly with the Club's Coaches, Team Managers or Committee, and in a timely manner. Keep the Club informed about a child's needs (including but not limited to their behavioural, personal, and physical or mental health needs).

Teach that enjoyment is more important than winning and not ridicule mistakes or losses.

Recognise all volunteers who give up their valuable time.

Recognise the damage that gossip can do within a Club community, and avoid



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unconstructive commentary (including criticism, uninformed rumour or speculation) with other parents, including on social media and Team App.

2. Behave respectfully towards members of our community

The Club expects that parents will behave respectfully at all times towards other members of the Club community, including volunteers, coaches, managers, umpires, ground marshalls, spectators and officials.

“Respect” is intentionally a broad concept. The following is a non-exhaustive list of behaviours that are not respectful:

- Rude or insulting behaviour, including passive-aggressive, intimidating or derogatory language.
- Bullying, intimidation, discrimination, sexual harassment, victimisation and child abuse. Please note that in addition to being a breach of this Code, such behaviour may also be unlawful.
- Actual or threatened aggression (verbal or non-verbal) or violence.
- Behaviour that causes a risk to a person’s health and wellbeing.
- Defamatory or disrespectful comments.
- Gossip, rumour, and innuendo.
- Raising one’s voice, or using offensive language or actions, while communicating.
- Age-inappropriate language when communicating with or about children.
- Vexatious complaints.
- Take part in any form of bullying including via the use of social media.

3. Use technology and social media appropriately

Parents are expected to be respectful in their communication with others, be mindful of privacy and safety in publishing information online, and ensure confidential information is not shared without permission. This includes on social media and the Club’s Team App.

Avoid publishing information which may bring the Club (or any of its volunteers, parents and other members of the Club community) into disrepute.

Do not discuss confidential or sensitive Club matters, including in relation to grievances about a particular volunteer or parents online.



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4. Raise grievances appropriately and productively

The Club is committed to the education and wellbeing of each player. It is therefore critical that parents are able to raise genuine grievances they may have about such matters in an appropriate, constructive and respectful forum.

Here is how complaints, concerns and grievances can be raised with the Club:

Procedure:

1. In the event of a Parent, Players, Committee member or Volunteer having a grievance or complaint, the Parent, Players, Committee member or Volunteer shall in the first instance attempt to resolve the matter with the person, who shall respond to such request as soon as reasonably practicable under the circumstances. Where the grievance or complaint concerns alleged illegal or severe actions the Parent, Players, Committee members or Volunteer may bypass this level in the procedure.
2. If the grievance or complaint is not resolved under clause 1, the Parent, Players, Committee member or Volunteer may refer the matter to the Committee who will take details of the grievance or complaint and decide whether there is merit in the grievance or complaint, and attempt to resolve the matter with the persons involved.
3. If the grievance or complaint is not resolved under clause 2, the Parent, Players, Committee member or Volunteer may refer the matter to the "Grievance Committee" for further discussion and action. Such discussion should, if possible, take place within 48 hours after the request by the Parent, Player or Committee member. All concerns must be outlined and include proposed resolutions.
4. The Grievance Committee shall be an impartial party and will conduct a full investigation into the grievance or complaint, and may, if warranted, discuss the matters with AFLQ for further guidance.
5. The Grievance Committee shall report back to the parties involved and make their decision. Their decision will be final.
6. The Grievance Committee has the power to terminate club membership or registration if required.



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Consequences for breach of this code

The President will have absolute discretion for deciding how to best respond to concerns about a parent's compliance with the Code.

Where the President considers that a parent has breached this Code, the President may implement one or more of the following consequences (and not necessarily in any particular order):

- 1 A request that the relevant conduct immediately cease.
- 2 A written warning.
- 3 A parent (or another relevant person) being banned from the Club grounds, either for a particular period of time or permanently.
- 4 A parent (or another relevant person) being excluded from Club activities or events.
- 5 Termination of the registration of a parent's child(s).