

POLICY ONE (1)
CODE OF CONDUCT

1 Expected Behaviours

- a) Club Members shall act and operate within the rules and spirit of The Club.
- b) Be ethical, considerate, fair and honest in all dealings with other people and organisations.
- c) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions.
- d) Maintain appropriate, professional relationships with other persons at all times.
- e) Accept and respect the authority of officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an official, whether on or off the field of play.
- f) Treat all relevant organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations.
- g) Act with care and diligence to safeguard the health and safety of themselves, relevant organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of activities.

2 Members shall not engage in conduct that is:

- a) Abusive physically or mentally.
- b) Bullying, harassment, threatening or intimidating behaviour to bother, frighten or demean a victim.
- c) Sexual misconduct, unlawful discrimination, victimisation or vilification.
- d) Child abuse, grooming, misconduct with a child, failure to comply with child safe practices or with relevant obligations under child protection legislation including obligations relating to reporting, recruitment/screening and working with children checks.
- e) Improper manipulation of the result or course of a sport activity or betting on a sport activity.
- f) Inappropriate disclosure of inside information or unauthorised access to The Club's internal management system be it software or written material.
- g) Use, possession or trafficking of illegal drugs.
- h) Conduct non-compliance with certain requirements relating to medications, injections and supplements.
- i) Shall respect and protect confidential information obtained through activities, whether regarding individuals or organisational information.
- j) Not engage in behaviour that is: drunk and disorderly; public or domestic violence; continued or unreasonable disruption of relevant organisation representatives performing their duties; or unlawful or unsafe.
- k) Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an activity is taking place.

- l) Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place.
- m) Shall comply with all reasonable directions of, and accept all decisions of, relevant organisation representatives; and not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

3 Prohibited Conduct

A Club Member commits a breach of this Code when they:

- a) Conduct themselves in any manner, or engage in any activity whether before, during or after an activity that would impair public confidence in the safe and orderly conduct of the activity.
- b) Engage in any conduct or activity including, without limitation, making public comment (including social media) which: brings a relevant organisation, a relevant person or The Club into disrepute; or is or could be harmful to the interests of a relevant organisation or Club members.
- c) Make improper use of information acquired by virtue of their position in a relevant organisation or in any team selected by a relevant organisation or their relationship with a relevant organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a relevant organisation.
- d) Do not comply with any of clauses, 1a) to 1g) activities listed above.
- e) Conduct that is prohibited under this Code of Conduct will be investigated and dealt with by the Club Committee.

4 Contravention of The Code of Conduct

The Committee shall apply the power to reprimand, suspend or expel any member of The Club who:

- a) Fail in the observance or commit any breach of any rule of The Club's Code of Conduct, or any by-law of The Club or of any order or direction of the Executive Committee or of any General Meeting.
- b) In the sole judgement of the Committee have been guilty in or out of The Club's premises of any act, conducted matter or thing calculated to bring discredit on The Club or its members, or to impair or affect the enjoyment of The Club by other members.
- c) Any member charged with misconduct as above shall be furnished with a written copy of the charge and summoned before the Committee with no less than seven (7) days' notice.
- d) The Committee shall after hearing the accuser and accused and taking such evidence as they may consider proper, if they find the charge proved, inflict a penalty of suspension from all or any of the privileges of membership.
- e) If the Committee consider that on a charge of gross misconduct suspension as above is insufficient, they may call on the member to resign, and if he or she neglects to resign within seven (7) days they may declare him or her to be expelled.

Note: All members of The Club automatically become members of the Fremantle Park Sport & Social Centre and accordingly must abide by the Centre's Code of Conduct.