

Emmanuel South Oakleigh Cricket Club Inc.

Members Code of Conduct

Revision 2.2 – 5th October, 2009



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FORWARD

This document gives a general guide to the type of conduct and behaviour expected of the different people in our Club. In particular, we have modified this Code to reflect the changing times in which we live. It is based around the models available at <http://playbytherules.net.au/>.

Our club's roles and responsibilities

The Emmanuel South Oakleigh Cricket Club, it's coaches, officials, parents, players and participants all have a responsibility for creating a fair and safe environment for sport and recreational activities to be undertaken.

Our Club has:

- a Member Protection Policy (or policies covering discrimination, harassment and child protection) and rules and procedures to deal with breaches of behaviour
- Codes of Conduct outlining expected standards of behaviour that players, coaches, officials, administrators and others must abide by
- a commitment to creating a fair and safe culture within the club, which includes effectively communicating all policies, procedures and guidelines
- appropriately-trained coaches (Refer "ESOCC Coach Training Policy")
- people who are committed to sport being fun, safe and fair
- A Member Protection Information Officer, who is the first port of call for someone with a complaint, and whose role is clearly communicated to everyone in the club
- Procedures to respond to any complaint: everyone should know how your club deals with complaints and where to go to outside of the club for help and advice.

CLUB AIMS and OBJECTIVES

- To instill the ideals of sportsmanship and fair play into our Members.
- To be able to provide a pleasant and hospitable Club image.
- To promote self-discipline, restraint and self-control into our Members.
- To provide a role model image of responsibility and self-discipline to our Junior Members.

MEMBERS CODE of CONDUCT

It is an expectation of the Club that its Members abide by the Code of Conduct in conjunction with the laws of the State and just good old Common Sense. By paying your Registration fee, you become a Member of this Club and are thus governed by the Constitution of the Club and it's "Code of Conduct".

DISCIPLINARY COMMITTEE

Made up of President, Secretary, Junior Coordinator and/or Senior Coach. (Quorum for a meeting will be 3)

REPORTING OF OFFENCES

- To be directed to a Member of the Disciplinary Committee, and filed by the Secretary.
- Preferably written. Can be verbal, but there is a Report Form available. (See Appendix)
- Can come from observations from reliable witnesses. (Captains, Team Managers, Coaches, parents, etc.)
- Reports can also come via the SDCCL or MCA.

The Secretary will then convene a Tribunal. – See Appendix

PRESCRIBED PENALTIES

- Dissenting an Umpires decision - Subject to Disciplinary Committee discretion..
- Consuming alcohol whilst Playing or Training - Subject to Disciplinary Committee discretion.
- Unsavoury antics either On-field or on Club-run premises and/or during external functions. - Subject to Disciplinary Committee discretion.
- Fighting or Loud, angry verbal arguments - (Constitutes an assault) - Possible forfeiture of Club Membership. No refund. Expulsion from Club. Subject to Disciplinary Committee discretion

REPEAT OFFENCES

First repeat - 4 times original penalty.

Second Repeat - Forfeiture of Club Membership. No Refund. Expulsion from Club.

PLAYERS and PARTICIPANTS

Your rights and responsibilities

Besides being a player or participant you may undertake a number of roles in our club, including the role of coach or team manager, or a member of the management committee. It is important you understand that:

- You have the right to be treated in a non-discriminatory way and to receive a fair go
- You have a responsibility to treat others fairly and with respect, in how you play the game or in decisions you make
- You have a responsibility to report concerns
- That clubs can be held liable for the behaviour of their employees, volunteers and members. This is called vicarious liability.

You should treat all participants as you would like to be treated yourself:

- Co-operate with your team mates, coach and opponents
- Control your temper: verbal abuse and sledging are not acceptable behaviours
- Respect the rights, dignity and worth of all participants regardless of their ability, race, gender, religious or cultural background.

You must feel safe:

- Playing, at training and practice
- Travelling to and from games and training
- With other players, your coach or team personnel.

No-one should:

- Make bullying, derogatory or demeaning remarks about you or other people
- Make racist or sexist jokes or comments, or jokes or comments about sexual preference
- Use anti-gay, anti-women or racist slurs to taunt someone or to motivate better performance
- Allow offensive pictures or graffiti to be visible
- Look at or touch anyone in ways that make them feel uncomfortable
- Make uninvited sexual comments that offend, intimidate or humiliate
- Discriminate against or harass anyone.

COACHES, OFFICIALS and OTHERS

Your roles, rights and responsibilities

Coaches, officials and others:

- Have a responsibility to provide a safe environment for players and participants that is free from discrimination, harassment and abuse
- Have the right to be treated respectfully and fairly in carrying out their duties
- Should also take care not to be placed in a situation where they could be accused of discrimination, harassment or child abuse.

Coaches and others should:

- Not lose their temper
- Ensure physical contact is appropriate
- Adopt positive language and behaviour
- Treat all team members appropriately and equally.

Guidelines for Coaches and Others

For detailed information, refer to the Club document "Guidelines for Coaches and Others" ([guidelines_for_coaches_et_al.pdf](#))

Coach Training Policy

Also refer to the "Emmanuel South Oakleigh Cricket Club - Coach Training Policy" document (Revision 1.0 - 15/11/2007)

PARENTS and GUARDIANS

Parents/guardians should:

Get involved with your club

- Get to know your child's coach and maintain open and honest communication with them about things that might concern you.
- Speak out when you hear language, behaviour or attitudes that contribute to a negative or unsafe environment.
- Attend games and practices whenever you can.
- Volunteer to be involved in your child's club. Clubs depend on the involvement of parents/guardians and volunteers.

Be a good role model

- Don't be the 'angry/ugly parent' at games: this behaviour is not what you want to model for your children.
- Be supportive of coaches and others, and expect your child to do the same.
- Focus on your child's efforts and performance: never ridicule or put your child down for making a mistake or losing.

If you have a concern about how your child is being treated - for example, your child has not been selected in a team that you thought they should be in - make sure you deal with the issue appropriately:

- Ask yourself if this is an issue for my child or if it is my issue.
- Don't make a fuss in front of the child, other team members and parents.
- Coaches need to make decisions about who is in a team. Find a time to talk privately with the coach, and ask for their reasons if they have left your child out of the team.
- Check your club's policy on team selection and junior sport policy about participation.

Make sure your child is aware of personal safety

- Talk to your child about keeping safe. Encourage them to tell you straight away if they feel uncomfortable or have worries about an adult's behaviour, whether during sport or recreation activities or any other situation.
- Tell your child that he or she always has the right to say 'no' if an adult is trying to persuade them to do something they feel is wrong, or which makes them feel frightened or uncomfortable, and that you will support them through this.
- Make sure your child understands their rights to privacy and respect of their body, in order to recognise what is acceptable touching by an adult and what is not.
- Develop an emergency plan for your child to follow in situations where they may be at risk of harm - for example, when going on overnight or away trips.

Be aware of possible danger signs

Be wary of a club where staff or volunteers:

- Run private, closed practices on a regular basis, and operate independently of the club
- Spend time with your child beyond the training session and shows favouritism
- Discourage parents from watching or becoming involved in training or other activities
- Practice rough play, sexual innuendo or humiliating punishments
- Allow inappropriate physical contact, excessive discipline and rough language
- Invite children to spend time alone with them outside of scheduled sport or recreation activities
- Have poor communication with parents and discourage parental involvement.

Also be concerned if one or more children drop out of their sport or recreation activities for no apparent reason.

You should consider reporting your concerns to:

- Your club's Member Protection Information Officer or someone in authority (Bruce Nicholas/Mark Thornhill)
- Your sport's State association
- Your State's/Territory's child protection or anti-discrimination authorities.

ESOCC Tribunal Procedures

1. All tribunal hearings are convened and empanelled by the ESOCC Secretary, and are called as required, meeting at the Scammell Reserve Rooms.
2. The tribunal generally consists of 3 Members of the Disciplinary Committee, one of whom chairs the meeting.
3. Introduction of those present and opening address by the chairman.
4. Reading of the charge(s).
5. The chairman requests a plea from the reported Club Member.
6. Evidence and submissions, which may be in writing from:

The umpire(s)
Any other person(s) called to give evidence
The reported Club Member
His witnesses
7. Any Tribunal Member present may question those giving evidence.
8. The tribunal deliberates on the verdict in private.
9. Announcement of the verdict.

If 'not guilty', the hearing is concluded.
If 'guilty', the chairman asks if any person has anything further to add in relation to the penalty.
10. If yes, the additional information/pleas/character evidence is heard.
11. The tribunal consults tribunal records for any prior history and deliberates on the penalty in private.
12. The chairman advises the Club Member of the penalty imposed, with the reasons for reaching the decision, and indicates to the Club Member exactly when the penalty expires.
13. Formal advice is forwarded to the club secretary and the ESOCC tribunal records are updated.

