

JORDAN SPRINGS JOEY'S FOOTBALL CLUB
BY LAWS AND
CODE OF CONDUCT

INTRODUCTION

1. All persons registering and participating or attending matches under the control of Jordan Springs Joeys Football Club as part of the Nepean Football Association (NFA) are subject to the following By Laws and Code of Conduct. These By Laws and Code of Conduct are to be read in conjunction with the Jordan Springs Joeys FC Constitution.
2. For the purpose of the By Laws and ease of club administration Jordan Springs Joeys Football Club will be referred to as Joeys FC.

BY LAWS

1. FEES

The fees for the ensuing seasons shall be set by the committee at the December committee Meeting.

2. PRESENTATION DAY AND AWARDS

2.1 The Presentation Day shall be held no later than October each year

2.2 The following awards shall be given at Presentation Day:

- Competition Winners
- Life Membership
- Service Awards
- Representative Honours
- Participation Awards (Trophies)
- Other Awards as determined by the Committee
- Sponsors Appreciation Awards

2.3 The form of the awards shall be the discretion of the Committee. Additional Competitions conducted by the NFA, such as Nepean Cup and Championship Series, shall receive an additional award at the discretion of NFA.

2.4 Unless the committee decides otherwise, no trophy or award shall be given to players or officials who leave the Club prior to the end of the season.

2.5 The awarding of Life Membership shall be voted on at the AGM each year by secret ballot. Life Membership shall only be awarded in cases as detailed within Joeys FC Constitution.

3. TEAM CAPTANCY STAND DOWNS AND FIELD TIME

3.1 The captaincy of the teams shall be decided by the coaches.

3.2 All Junior (Mini-Roo U5 – U9) players are to share as equally as possible in field time.

3.3 Junior players shall also share equally in goal keeping duties.

3.4 Where a Junior player plays half a game in goals, they shall play the other half of that game in a field position, unless injured, unless that player chooses to play full time in goals.

4. BORROWING OF PLAYERS

4.1 Coaches wishing to borrow players must first obtain the permission of the player's Coach.

4.2 All borrowing must be reported to the Junior Coordinator and IAW NFA upgrade policy.

5. REGISTRATION DAYS

5.1 The Annual Registration Days shall be held at the discretion of the committee but shall be held as early in the year as possible.

6. EXPENSES

6.1 Club Officials shall be reimbursed any reasonable expenses incurred on behalf of the Club.

6.2 Allowances for expenses shall be paid to the Competition Secretary, Registrar, Mini Soccer Coordinator at rates determined from time to time by the Committee.

7. TRAINING

7.1 Junior Coaches and Managers shall not vary the night, time or location of their training without the approval from the Junior Coordinator. Failure to observe this may result in the forfeiting of training nights or the rights to use a field and/or the lights.

8. TEAM FINES

8.1 All teams must fulfil their nominated duties as directed by the Committee and IAW NFA Guidelines. Failure to carry out those duties will result in ALL fines against the said team being covered by that team. Fines include, but are not limited to, Red Card Fines, Team Sheet Errors, Breaches of NFA Guidelines and Policies.

9. CLUB COLOURS and /LOGO

9.1 All players participating in football competitions for the Club will wear the uniform of the Club as approved by the MC and defined in the by-laws of the Club.

9.2 The Jordan Springs Joeys Logo is NOT to be used or reproduced without the express written consent of the EC. Member/s or Team/s who fail to abide by this could be liable to a fine/sanction imposed by the EC, which the outcome will have no right of appeal.



CODE OF CONDUCT

PROTOCOLS ON GENERAL BEHAIOUR

1. All participants in the game of football are bound by the rules of sportsmanship which include:
 - a. Written “Laws of the Game” enforced by match officials on the field of play; and
 - b. Unwritten rules of civility in “Fair Play”, showing positive regard for all opponents, officials, and teammates.
2. Show unconditional support for match officials in both managing the laws and spirit of the game.
3. Be subject to management and direction of the team / club official.
4. Observe and comply with directions given by Joeys FC.
5. Display a manner which does not bring themselves, as individuals, the team, the club or the Association into public disrespect or censure.
6. Avoid making, issuing, authorising or endorsing public criticism not in the best interests of Joeys FC.
7. Treat all persons with respect, dignity and proper regard for their rights and obligations.

CLUB AND ASSOCIATION OFFICIALS

8. Demonstrate and ensure a positive commitment to Joeys SC’s programs and policies, and represent Joeys FC in a mature, fair and professional manner
9. Hold confidential or privileged information privately.
10. Use funds or property of Joeys FC in an appropriate manner.
11. Avoid the use of information obtained officially to gain a financial advantage.
12. Refrain from passing on, or publishing, information of an offensive, unsubstantiated or derisive type.
13. Avoid the use, possession or trafficking, in an illegal drug of dependence.
14. Refrain from consuming alcohol, or encouraging others to consume alcohol, at any Joeys FC fixture at which it is not permitted.

NO GLASS BOTTLES AT ANYTIME.

15. There is to be **NO ALCOHOL CONSUMPTION** at the grounds on a Saturday. No alcohol within 10m of the playing field and should be consumed responsibly on Sundays.
16. There is to be **NO SMOKING** (including the use of Vapes and E-Cigarettes) within the boundaries of the Village Oval or Northern Road Oval IAW Penrith Council Bylaws.

PLAYERS, COACHES, MANAGERS, AND OFFICIALS

17. Follow Joeys FC's instructions regarding the wearing of appropriate attire and identification whilst taking part in matches conducted under the auspices of the Joeys FC and/or NDSFA or bodies to which the either is affiliated.
18. Ensure that all persons avoid unaccompanied and unobserved activities with under-age team members or any other under-age person.
19. Act in a sportsmanlike manner at all times, by abiding by Joeys FC, FFA and NDSFA rules, and regarding the principles of fairness and common courtesy.
20. Refrain from 'sledging' in any form.
21. Coaches and managers are to actively encourage parents and spectators to refrain from abusing players, officials and referees.

PROTOCOLS ON HARASSMENT

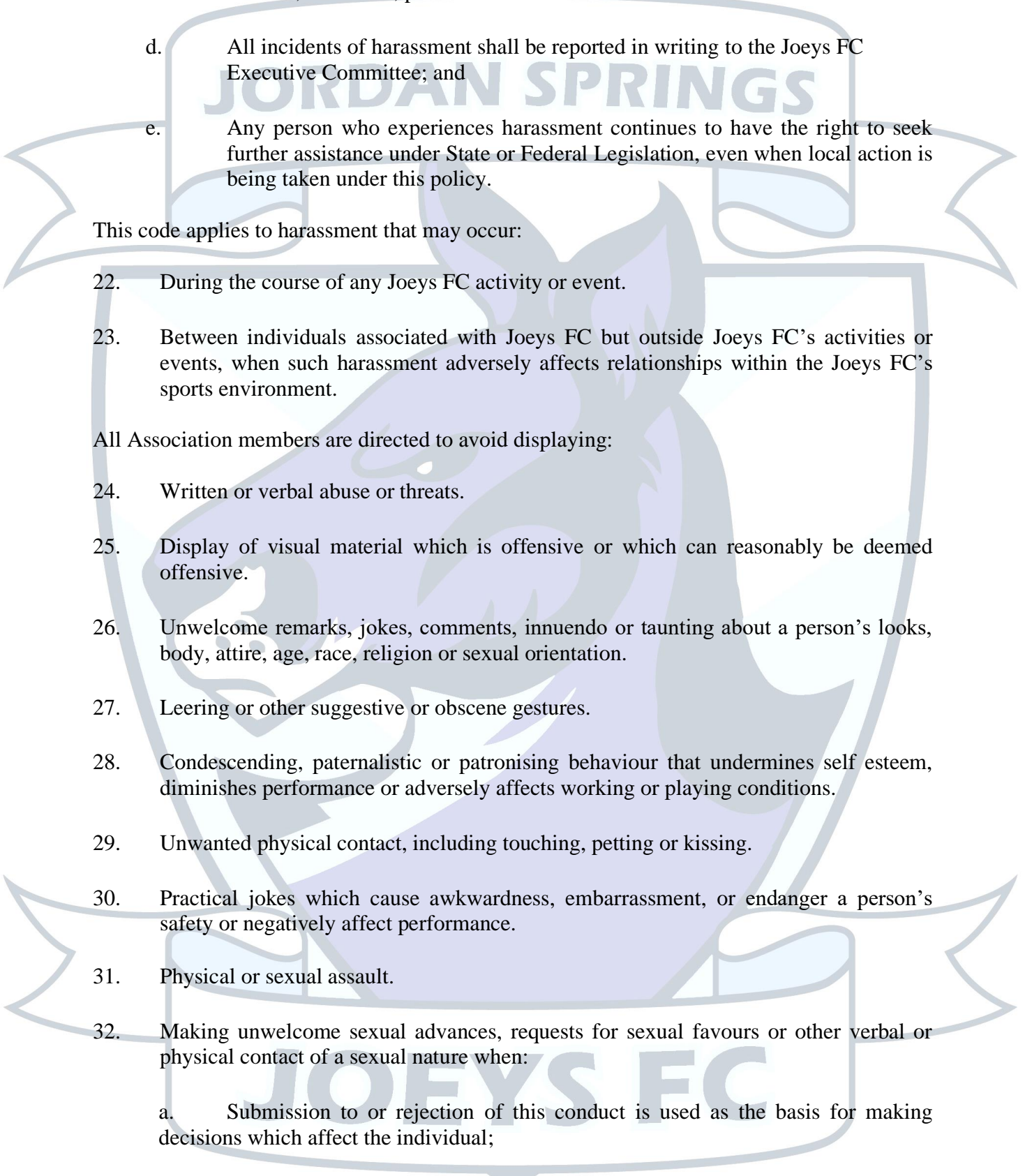
Harassment takes many forms, but can generally be defined as behaviour (comment, conduct or gesture) which is offensive, abusive, belittling or threatening, and which is unwelcome. Joeys FC is committed to providing a sporting environment free of harassment on the basis of physical skills and qualities, personal characteristics or choices in lifestyle.

There is a difference between vocal and partisan support for a chosen team or individual and the selection of a target person or group for insult or humiliation. It is the responsibility of players, coaches, managers and all participants in training or matches that come under the auspices of the Joeys FC and the NDSFA, or senior bodies, to abide by the spirit of fair play and to monitor and eliminate instances of harassment associated with the game.

By joining Joeys FC part of the NDSFA, members agree to endorse a sporting environment free of harassment.

All members and associates of Joeys FC endorse and promote the following:

- a. All individuals have the right to participate in an environment which promotes equal opportunities and prohibits discriminatory practices.
- b. Harassment is prohibited by certain Commonwealth and State Legislation, including the Human Rights and Equal Opportunity Act and Sex Discrimination Act;

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- c. Whether the offender is an official, player, coach, manager, volunteer, parent or spectator, harassment is an attempt by one person, or persons, to assert abusive, unwanted, power over another.
 - d. All incidents of harassment shall be reported in writing to the Joeys FC Executive Committee; and
 - e. Any person who experiences harassment continues to have the right to seek further assistance under State or Federal Legislation, even when local action is being taken under this policy.

This code applies to harassment that may occur:

- 22. During the course of any Joeys FC activity or event.
- 23. Between individuals associated with Joeys FC but outside Joeys FC's activities or events, when such harassment adversely affects relationships within the Joeys FC's sports environment.

All Association members are directed to avoid displaying:

- 24. Written or verbal abuse or threats.
- 25. Display of visual material which is offensive or which can reasonably be deemed offensive.
- 26. Unwelcome remarks, jokes, comments, innuendo or taunting about a person's looks, body, attire, age, race, religion or sexual orientation.
- 27. Leering or other suggestive or obscene gestures.
- 28. Condescending, paternalistic or patronising behaviour that undermines self esteem, diminishes performance or adversely affects working or playing conditions.
- 29. Unwanted physical contact, including touching, petting or kissing.
- 30. Practical jokes which cause awkwardness, embarrassment, or endanger a person's safety or negatively affect performance.
- 31. Physical or sexual assault.
- 32. Making unwelcome sexual advances, requests for sexual favours or other verbal or physical contact of a sexual nature when:
 - a. Submission to or rejection of this conduct is used as the basis for making decisions which affect the individual;
 - b. Such conduct has the purpose or affect of interfering with an individual's performance; and

- c. Such conduct can be seen as intimidating, hostile or offensive.

Retaliating against an individual –

- a. for having filed a complaint under this code;
- b. for having participated in any action under this code; and/or
- c. for having been associated with a person who filed a complaint or participated in a case using this code will be treated by Joeys FC Executive Committee as harassment and will not be tolerated.

RESPONSIBILITIES

- 33. The President, in conjunction with Joeys FC Executive Committee, shall be responsible for:
 - a. Implementing this policy;
 - b. Making all members, and associated persons, aware of the problem of harassment, in particular sexual and sexual orientation harassment, and the procedures contained in this code and the Joeys FC's rules and by-law;
 - c. Regularly reviewing the terms of this code to ensure that they adequately meet the Joeys FC's legal obligations and public policy objectives;
 - d. Appointing unbiased judiciaries and appeal bodies, and providing the resources and support they will need to fulfil their responsibilities under this code;
 - e. Providing advice or help to persons who experience harassment.
 - f. Manage, and maintain, Joey's FC in a manner that does not bring the club into disrepute.

KEN FENTON

KENNETH FENTON

President

Jordan Springs Joeys Football Club

29th December 2020

JOEYS FC