

Glenfield Rovers Association Football Club (GRAFC) - Code of Conduct

Explanatory Foreword

The purpose of the code of conduct is to ensure that every club member, player, coach, administrator, employee, service provider and supporter adheres to a set of values that promotes GRAFC as a fair and ethical club where football is promoted and all generations can play to win, enjoy the beautiful game and the company of fellow club members as well as visiting teams / supporters.

General Code of Conduct will apply to everyone associated with the club and/or visiting the club.

- Respect the rights, dignity and worth of others
- Be fair, considerate and honest in all dealings with others.
- Be professional in, and accept responsibility for, your actions.
- Make a commitment to providing quality service and performance.
- Be aware of, and maintain, an uncompromising adherence to, standards, rules, regulations and policies.
- Operate within the Constitution, Regulations, Policies and Procedures of GRAFC, NZF and FIFA.
- Understand the possible consequences of breaching the NZF Code of Conduct.
- Immediately report any breaches of NZF members to the appropriate authority.
- Comply with any and all the applicable national or local legislation.
- Refrain from any form of abuse towards others.
- Refrain from using any obscene language.
- Refrain from any form of harassment towards others.
- Refrain from any form of discrimination towards others.
- Refrain from any form of victimisation towards others.
- Reject corruption, drugs, racism, violence and other dangers to our sport and club.
- Promote the interests of football.
- Provide a safe environment for the conduct of activity in accordance with relevant GRAFC and NZF rules.
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.
- Do not provide comment to any media or publish any comment (including on any website) on behalf of GRAFC, NZF or its Federations.

- Never act in a way that may bring disrepute or disgrace to GRAFC, NZF, its stakeholders and/or its sponsors, potential sponsors and/or partners.
- Do not participate (or benefit from assisting others involved) in sports betting or gambling activity associated with football matches and/or football results in which you are participating or have been directly involved in.

Specific Role Responsibilities within the GRAFC club

Elected Board members and seconded members

- Agree that any private GRAFC business will only be discussed with the appointed club manager and/or current board members of the club.
- Agree that any proven breach of this rule may result in their removal from that role.
- Agree that to discuss any GRAFC business with a third party requires the express written permission of the board. The written permission can be an email to / from other the other board members or an instruction given by the board and minuted during a board meeting.
- Encourage their members and spectators (as appropriate) to abide by the Code of Conduct and take reasonable steps to ensure such compliance.
- Be fair, considerate and honest with others.
- Be professional in all actions.
- Ensure language, presentation, manner and punctuality reflect high standards.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Maintain a safe environment for all club members, staff, suppliers and visitors.

Employees of GRAFC

- Agree that any private GRAFC business will only be discussed with the appointed club manager and/or current board members of the club.
- Agree that any proven breach of this rule will result in disciplinary action being taken which may result in their removal from that role.
- Agree that to discuss any GRAFC business with a third party requires the express written permission of the board. The written permission can be described in their job description, an email from appointed board member(s) or an instruction given by the board and minuted during a board meeting.

- Bar staff are to follow the direction given by the Club Manager or a board appointed committee member.
- Encourage the club members and spectators (as appropriate) to abide by the Code of Conduct and take reasonable steps to ensure such compliance.
- Be fair, considerate and honest with others.
- Be professional in all actions.
- Ensure language, presentation, manner and punctuality reflect high standards.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Maintain a safe and clean environment for all club members, staff, suppliers and visitors.

Team Managers will:

- Be responsible for the overall welfare and well being of team members and officials when travelling with a team.
- Maintain a “duty of care” towards team members and be accountable for the management of the team.
- Foster a collaborative approach to the management of the team.
- Be responsible for the maintenance and return of all GRAFC supplied gear, balls and equipment supplied to the team by GRAFC.

Club Coaches will:

- Respect the rights, dignity and worth of every individual player as a human being and:
- Treat everyone equally regardless of gender, disability, ethnicity or religion.
- Respect the talent, developmental stage and goals of each player in order to help each player reach their full potential.
- Maintain high standards of integrity.
- Operate within the rules of football and in the spirit of fair play, while encouraging players to do the same.
- Advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of the New Zealand Sports Drug Agency.
- Not disclose any confidential information relating to their players without written prior consent.

- Provide all players with the equal attention and opportunities they deserve.
- Ensure the time spent with their player(s) is a positive experience.
- Be fair, considerate and honest with players.
- Encourage and promote a healthy lifestyle – refrain from smoking, excessive drinking of alcohol and engaging in poor lifestyle choices around players.

Show Professional Responsibility:

- Display high standards in language, manner, punctuality, preparation and presentation.
- Display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of sport – this includes opponents, coaches, officials, administrators, the media, parents and spectators.
- Encourage their players to demonstrate the same qualities.
- Be professional and accepts the responsibilities for their actions.
- Refrain from initiating a relationship with a player and also discourage any attempt by a player to initiate a sexual relationship with them, explaining the ethical basis of the refusal.
- Accurately represent personal coaching qualifications, experience, competence and affiliations.
- Refrain from criticism of other coaches.

Make a commitment to providing a quality of service to their players:

- Seek continual improvement through ongoing coaching education and other personal and professional development opportunities.
- Provide players with planned and structured programmes appropriate to their needs and goals.
- Seek service and assistance from the professionals when additional expertise is required.
- Maintain appropriate records.

Provide a safe environment for training and competition:

- Adopt appropriate risk management strategies to ensure that the training and/or competition environment is safe.
- Ensure equipment and facilities meet safety standards.
- Ensure equipment, rules, training and the environment is appropriate for the age physical and emotional maturity, experience and ability of the players.
- Show concern and caution towards sick and injured players.
- Allow further participation in training and competition only when appropriate.

- Encourage players to seek medical advice when required.
- Provide a modified training programme where appropriate.
- Maintain the same interest and support towards sick and injured players.

Protect players from any form of personal abuse:

- Refrain from any form of verbal, physical and emotional abuse towards players.
- Refrain from any form of sexual and racial harassment, racial vilification and harassment on the grounds of disability.
- Ensure that any physical contact with players is appropriate to the situation and necessary for the player's skill development.
- Be alert to any forms of abuse directed towards players from other sources while in their care.

Players will:

- Play to win but play fair.
- Never argue with or verbally abuse an official; observe the Laws of the Game.
- Accept defeat with dignity.
- Conducts themselves in a sportsman-like manner and respect fellow players, coaches, managers and referees and the achievements of opponents.
- Not bully or take an unfair advantage over another competitor.
- Cooperate with their coach, manager, team mates and opponents.

Parents / Guardians will:

- Agree to abide by the Code of Conduct.
- Remember that children participate in sport for their enjoyment, not the parents.
- Encourage children to participate and not force them.
- Focus on the children's efforts and performance rather than winning or losing.
- Encourage children always to compete according to the rules and to settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Remember that children learn best by example.

- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children likewise.
- Show appreciation for coaches, officials and administrators.

The code is based on the NZ Football (NZF) and Northern Football federation (NFF) Code of Conduct with additions, changes and deletions of references to suit the GRAFC club.