

# Redlands United Football Club Inc

## BY-LAWS

Revision 2010





### **Note**

Any references within these laws that refer to 'the club' or 'the association' refer to Redlands United Football Club Incorporated.

### **Membership**

- (1) Applications for membership must not be accepted if the person applying for membership still owes monies, strips, or equipment from previous years unless payment is made in full prior to registration.
- (2) Fees accompanying applications for membership must be paid in full.
- (3) The Management Committee reserves the right to waive and decline a person's membership fees if it so desires.
- (4) Each successful applicant must be issued with a 'proof of membership'. E.g. Membership Card.
- (5) Members do not have the right to make decisions for or on-behalf of the Association with out the prior permission of the Management Committee
- (6) Any member who brings the Association into disrepute may have their membership suspended or terminated and/or fined a maximum of \$100 (one hundred dollars).

### **Player Registration**

- (1) Applications for player registrations must not be accepted if the person (or person's parent/guardian if under 18 years of age) applying for registration still owes monies, strips or equipment from previous years unless payment is made in full prior to registration.
- (2) Players must obtain a clearance from their previous club before they can register.
- (3) Player Registration details will not be distributed to anybody without approval of the Management Committee.
- (4) Any registration refunds will incur administration and association fees deducted as determined by the Management Committee.
- (5) Registration Fees must be made in full within the time frames allowed for by the Management Committee.



### **Management Committee**

- (1) The Management Committee shall consist of a maximum of 8 people.
- (2) The positions are-
  - (a) President; (Executive Position)
  - (b) Vice President; ( Executive Position)
  - (c) Secretary/Administrator; (Appointed position no voting privileges)
  - (d) Treasurer; (Executive Position)
  - (e) Senior Chairperson
  - (f) Junior Chairperson;
  - (g) Small Sided Football [SSF]Chairperson;
  - (h) Sponsorship, marketing, publicity
- (3) Members of the Management Committee whom are also registered to play will only be required to pay minimal fees upon registration the following season. [as per Appendix A Volunteer Reward Policy]Members of the Management Committee shall not be remunerated in any capacity as a Coach, Manager or as a Director of Coaching.
- (4) Non-attendance at more than two consecutive Management Committee meetings by a Management Committee Member without a formal & reasonable excuse may result in termination of their membership by Management Committee.
- (5) Management Committee Members shall not publicly disagree or display dissent with majority decision/s made by the Management Committee. The use of the Redlands United email addresses designated to committee members shall not be used for personal agendas or abuse of any person.
- (6) Management Committee Decisions shall remain confidential until published or authorised by the Management Committee.
- (7) Management Committee members who do not adhere to Items (5) and (6) could be asked by the remaining management committee to resign.
- (8) Any 'Conflicts of Interest' must be disclosed by Management Committee members and may require the exclusion of a members vote on certain issues.
- (9) All members of the Management Committee must have defined positions, which they carry out to the best of their abilities.



### **Management Committee Meetings**

- (1) The Management Committee shall meet on the second Monday of each month at 6:45pm for a 7:00pm start.
- (2) Notice of Management Committee meetings must be given by the Secretary either verbally or written 7 days prior.

### **General Meetings**

- (1) A member may not vote at General Meetings if the member owes monies to the Association.

### **Senior Subcommittee**

- (1) The Senior Subcommittee must consist of the Senior Chairperson and any other members recommended by the Senior Chairperson and approved by the Management Committee. Roles may include Women's, Premier League, Metro/Youth, and Over 35 coordinators.
- (2) The Senior Subcommittee is delegated to coordinate the senior section of the Association.
- (3) The Senior Subcommittee is accountable to the Management Committee and should report back monthly.

### **Junior Football Subcommittee**

- (1) The Junior Subcommittee must consist of the Junior Chairperson, and any other members recommended by the Junior Chairperson and approved by the Management Committee. Roles may include RSJPL, U12 to U16 coordinators, SSF chairperson and SSF coordinators (U6 to 8 and U9 to 11).
- (2) The Junior Subcommittee is delegated to coordinate the junior section of the Association.
- (3) The Junior Subcommittee shall meet at least once a month prior to the monthly management committee meeting.
- (4) The Junior Subcommittee is accountable to the Management Committee and should report back monthly.



### **Age Registrars**

- (1) Registrars shall be responsible for registering all players, coaches, and managers within the age group they have been appointed to administer following the guidelines set down by the relevant association.
- (2) Junior Registrars are required to attend all Junior Sign-ons at the club and team official induction meetings.
- (3) Age registrars are responsible for ensuring all travelling teams have their player ID cards ready for the start of the fixtures.
- (4) Endeavour to the best of their ability that no player plays for any team without being properly registered.
- (5) Ensure that scores and teams are entered onto Results Vault as per the relevant guidelines.
- (6) Tiny Tots (Squirts) registrar/coordinator is responsible for the administration of all U5 players.
- (7) Under 6 and Under 7 teams are to have no more than 6 players registered per team. Extra players to be placed on a waiting list. There should be an even number of teams in each age group.
- (8) Under 8 and Under 9 teams are to have no more than 10 players per team. Extra players are to be placed on a waiting list.
- (9) Under 10 and Under 11 teams are to have no more than 12 players per team. Extra players to be placed on a waiting list.
- (10) Divisional Registrars Under 12 to Under 16 (or oldest junior age group as designated by Football Brisbane) are to register no more than 15 players per team. Extra players to be placed on a waiting list.
- (11) Player details are not to be distributed by registrars to anybody except the coaches and managers within their respective age groups, the JDOC, appropriate age chairperson and the relevant associations through Results Vault.
- (12) SSF age groups must have an individual Registrar per age group.
- (13) The Under 6 Registrar should preferably be somebody with club experience.



### **Disciplinary Subcommittee**

- (1) A Disciplinary Subcommittee may be formed throughout the course of the regular playing season to deal with misconduct of players, coaches, officials, and spectators.
- (2) The subcommittee shall consist of three members-
  - (a) At least two of which shall be current members of the Management Committee.
  - (b) With at least one of those members holding an executive position.
  - (c) None of which share a conflict of interest with the member being brought before the subcommittee.
- (3) The Disciplinary Subcommittee is accountable to the Management Committee and should report back monthly.
- (4) The Disciplinary Sub-Committee may recommend to the Management Committee, suspensions in excess of those handed down by the relevant associations.

### **Club Patron**

- (1) The Association may invite a person of appropriate character to hold the position of Club Patron.

### **Club Colours**

- (1) The Association's colours shall be red and white.
  - (a) The dominant playing strip shall be mainly red.
  - (b) The alternative playing strip shall be mainly white.
  - (c) The predominant colour of the playing strip shall be red with minor additional colours being black, grey, or white.

### **Team Photos**

- (1) The Management Committee shall organise team photos to be taken each season.
- (2) All teams must have a team photo taken.



### **Club Gear**

- (1) All club gear shall be ordered through the club's gear coordinator.
- (2) All members and players are encouraged to purchase all football related equipment through the club gear shop.
- (3) Training and playing gear provided to teams, by the club, are the responsibility of the Coach and Manager.
- (4) Club Polo Shirts are the only shirts to be worn to a game by all club teams.

### **Head Quarters**

- (1) The Associations head quarters shall be the Cleveland Showgrounds, off Waterloo Street, Cleveland.

### **Affiliation**

- (1) The Association shall, be affiliated with and abide by the rules of Football Brisbane and Football Queensland FFA and ultimately FIFA Laws of the Game

### **Fund Raising**

- (1) Any teams or individual members wishing to carry out fundraising events for the benefit of the club as a whole, their team or themselves, must apply for permission from the Management Committee.

### **Club Sponsorship Guidelines**

- (1) All sponsorship/advertising agreements must be submitted to the Management Committee before acceptance of any proposal.
- (2) No individual club member can accept on behalf of Redlands United Football Club Inc any sponsorship/advertising agreement until the Management Committee has agreed to such proposal.
- (3) Sponsorship Management will include all promotional advertising, signage and strip sponsorship by anyone at the club.
- (4) All non-club advertising material must be submitted to the Sponsorship Manager first, then the Management Committee for approval before it is given out to players or club members.



### **Hiring Club Facilities**

- (1) All proposals to hire such facilities must be placed in writing and submitted to the Administrator or Management Committee stating exactly when, why & what is required.
- (2) The Management Committee will determine hiring charges.
- (3) For any outside Organisation/Company, copies of their Public Liability Insurance, Work Cover Insurance, and any other Insurance required at the time, to indemnify Redlands United Football Club Inc against litigation.
- (4) Provision of a Bond as insurance for any possible damage to club facilities resulting from the hire.
- (5) Bond will not be refunded if the club facilities are left in a dirty/damaged state after the hire.
- (6) The Management Committee has the right to decline a hiring proposal.

### **Equipment**

- (1) All equipment moved for training purposes including goals must be returned to its original position at the conclusion of the training session.
- (2) ALL teams playing at home are required to assist in the set up and pull down of all playing fields where necessary including SSF fields. This includes nets, chairs, goal posts, rubbish bins and temporary dug outs.
- (3) All goals must be pegged down when in use.
- (4) Nets used for training sessions must be taken down after the completion of the training session and returned to the designated room and bin.
- (5) No person, other than the Coach or Manager of a team may enter the equipment room.

### **Match, Membership and Registration Fees**

- (1) The Management Committee shall set all fees for the forthcoming season at the November Management Committee meeting.
- (2) Any members owing fees shall be deemed unfinancial, lose all voting rights until paid and the relevant associations will be notified.
- (3) Members not fully financial will be unable to train or play until all monies owed are paid in full.



### **Club Communications**

- (1) The Management Committee must approve all information relating to the club published in the name of the club in newsletters, flyers, websites, or any other media type.

### **Club Canteen**

- (1) The club canteen may be contracted out or operated by a person under the committee's discretion.

### **Cleveland High School**

- (1) The club shall pay, by mutual agreement with Cleveland High School, a fee to the high school to cover field maintenance to be determined annually.
- (2) The club shall pay electricity bills for the lights it uses on the high school fields.

### **Junior Sign-ons**

- (1) Junior Sign-ons are to be organised by the management committee. Advertisements should be placed in the local papers two weeks prior to the first Sign-on date and on the club's website.
- (2) All members of the Junior Sub-Committee plus the President, Secretary, Treasurer and Junior Director of Coaching must be present at Junior Sign-ons. All committee members where possible should be present at Junior sign ons
- (3) SSF training dates will be Mondays in 2 sessions between 4.45 and 6.45pm.
- (4) All players must be given a club resource book at sign-ons. A copy of the Resource Book will be kept on the clubs website.

### **Junior Players**

- (1) All players must wear approved footwear and shin pads plus carry a water bottle and sunscreen if applicable whilst playing or training.
- (2) All players must notify their coaches in advance of non-attendance at scheduled training sessions or games.
- (3) All junior players shall supply their own football of correct size for use at training.
- (4) Any player sent from the field of play (shown a red card), excluding for a second reportable offence (shown two yellow cards), shall be required to front the club's disciplinary committee.
- (5) All junior players must play in their proper age group. Applications for playing in higher age groups must be made in writing to the Junior Director of Coaching. Excludes women's competitions at present.



- (6) Redlands United will conform to the relevant associations Player Age Policy. All players playing out of their own age group must have a Player Age form signed by a parent and the club.
- (7) All players must adhere to the Players Code of Conduct.

### **Junior Gradings**

- (1) Junior Gradings are to be conducted for under 11's and upward at the start of every season.
- (2) Parent Coaches are not allowed to grade their own child.
- (3) All players are expected to grade in their appropriate age group.
- (4) If a coach wishes to drop a player for any reason after the grading period has expired, the coach must make a written submission to the JDOC. The grading period shall be from the time of registration with the club to the scheduled association grading fixture.
- (5) The grading committee at the commencement of gradings must explain the grading system to all parents both verbally and in written form.
- (6) The JDOC in association with the Junior football committee, must select Grading coordinators for each age group before the commencement of Gradings.

### **Representative Players – including Rebel Sport Junior Premier League (RSJPL)**

- (1) Any player chosen to play Representative football at State level or above may make application to the management committee for fund raising assistance. Touring sides and Futsal competitions are not included. This only includes FFA sanctioned teams.

### **Junior End of Season Awards**

- (1) The following Perpetual Trophies are presented to players in junior teams (under 9 to U16). The recipient of the awards must not have received a red or yellow card during the season. Players are nominated by their respective coaches, in writing, 1 month before the final fixture game stating the reasons why the nominated player should win the award. The management committee then votes on the winner.
  - (a) **Class Family Trophy** – the most consistent under 11 player. (Donated by Larry and Helen Class)
  - (b) **White Family Trophy** – junior girls encouragement award.
  - (c) **Barbara Golding Trophy** – Best and Fairest player in the oldest age group.
  - (d) **Sam Sciacca Trophy** – Best and Fairest junior player in the club.
  - (e) **Frank Jolly Shield** – Best and Fairest in the under 9 age group.



- (f) **Ford Family Trophy** – Most outstanding under 10 player.
  - (g) **Bill Helmsford** – Best and Fairest in Last Year of Primary School.
  - (h) **The Davey Family Trophy** – The Junior Goalkeeper encouragement award U11 to Junior Colts. (Donated by June and Maurice Davey)
  - (i) **The Franich Family Trophy** – The highest goal scorer throughout the season excluding finals – All junior teams (Donated by Mike and Sharon Franich)
  - (j) **The Clark Family Trophy (male)** – Leadership award for the person that contributed most to their team and club. Can be Junior or Senior (Donated by Peter Clark)
  - (k) **The Clark Family Trophy (female)** – Leadership award for the person that contributed most to their team and club Can be Junior or senior (Donated by Peter Clark)
- (2) Other Perpetual Trophies are as follows. In the event of more than one team achieving the same result, the winner will be decided on a percentage of games played basis.
- (a) **Dick Whitley Trophy** – Team with the highest premiership points.
  - (b) **George Roberts Trophy** – Team with the most goals scored.
  - (c) **Harry Baker Trophy** – Team with the least goals against.
- (3) **The Eddie Santaguiliana Memorial Trophy** is awarded to the most dedicated junior coach and is chosen by the management committee.
- (4) All junior players receive a Participants Trophy.
- (5) Players from the U9 age group to the U16 age group are eligible for a Players' Player Award and a Coach's Award.
- (6) Junior players receive medals for 5, 7, and 10 years continuous playing for the club. The time played will start from the registered players first year including if they start in Tiny Tots/Squirts.
- (7) All perpetual trophies do not leave the club. The winner's are given a replica to keep.

### Senior End of Season Awards

- (1) The following trophies are awarded to the senior players on Presentation Night. When an award is for one specific team, the coach of that team will choose the winner. When an award is open to players from more than one team, the management committee from nominations received will determine the winner. There is also a Coach's Award and Players' Player award for all senior teams. All perpetual trophies do not leave the club. The winners' are given a replica to keep.



- (a) **Arthur and Emmie Morris** Golden Goal Award.
- (b) **Ken Rohrig Trophy** – the highest annual achievement.
- (c) **Peter Brown Trophy** – best player in under 19 football.
- (d) **Con Sciacca Shield** – most outstanding young senior player.
- (e) **Smith Family Trophy** – most dedicated club member.
- (f) **John Goleby Memorial Trophy** – Women’s Best and Fairest player.
- (g) **Barbara Golding and Trevor Golding Trophy** – Best and Fairest player in the second senior team.
- (h) **Sel Despot Trophy** – Best and Fairest player in the 7<sup>th</sup> division.

### **Senior Players**

- (1) All players must wear approved footwear and shin pads while playing or training.
- (2) All Players must notify their coaches in advance of non-attendance at scheduled training sessions or games.
- (3) All players will be held responsible for the care of club property and gear.
- (4) All players must adhere to the Players Code of Conduct.
- (5) All fees are to be paid in full by the time determined by the Management Committee.
- (6) Players whom are un-financial will not be allowed to train.
- (7) All players’ amateur and non-amateur will pay sign-on fees.
- (8) Senior players are responsible for the payment of disciplinary fines incurred throughout the season.

### **Junior Team Officials**

- (1) The coach and manager have responsibility of the team they have been appointed to coach and manage.
- (2) Match Fees must be collected from each player before the match to pay the referees. The left over monies must be submitted weekly at the bar, with a sheet provided by the club, detailing the monies received.
- (3) Coaches must make prior arrangements with their team if they cannot attend a scheduled training session or game.



- (4) Coaches apply to the Junior Director of Coaching for available positions. The Junior Director of Coaching will then make his or her recommendations to the Management Committee for approval.
- (5) Junior Coaches should only coach a divisional team for two years in a row where possible.
- (6) All team gear provided to teams, by the club, is the responsibility of the coach and manager. All gear must be returned in good condition and should only be kept by the coach or manager throughout the season. ALL playing strips and training gear must be kept together and not be given to the individual players through the season.
- (7) All Team officials for teams comprising players under the age of 18 must have a 'criminal history check' [Volunteers Blue Card].
- (8) All Team Officials must attend the clubs induction meeting at the commencement of each season.
- (9) All Team Officials must adhere to the Clubs relevant Code of Conduct.
- (10) Team officials must adhere to requests to attend a disciplinary committee in relation to actions by themselves or their teams that may be seen by the club, to bring the club into disrepute. Team Officials are responsible for the payment of fines incurred.

#### **Senior Team Officials**

- (1) The coach and manager have responsibility of the team they have been appointed to coach and manage.
- (2) Coaches must make prior arrangements with the Management Committee and their assistants if they cannot attend a scheduled training session or game.
- (3) All Team Officials must adhere to the Clubs relevant Code of Conduct.
- (4) Coaches are appointed by the Management Committee on the recommendation of a 3-person interview panel.
- (5) Coaches must sign a contract relating to their tenure as coach, this will include a payment schedule.
- (6) Coaches are removed or may resign from their position in accordance with their contract.
- (7) Coaches must attend the clubs coaching induction at the commencement of each season.
- (8) All team gear provided to teams, by the club, is the responsibility of the coach and manager. All gear must be returned in good condition and should only be kept by the coach or manager throughout the season. Final wage payments maybe withheld until all gear is returned. ALL playing strips and training gear must be kept together and not be given to the individual players through the season.



- (9) Team officials must adhere to requests to attend a disciplinary committee in relation to actions by themselves or their teams that may be seen by the club, to bring the club into disrepute. Team Officials are responsible for the payment of fines incurred.

#### **Small Sided Football Game Leaders (SSF)**

- (1) Junior Players aged 13 years and above are invited to attend a SSF game leaders training course held at the beginning of each season to enable learning of SSF rules. Priority will be given to players registered with Redlands United Football Club.
- (2) Players turning 13 or in their 1<sup>st</sup> year of being a game Leader will only be eligible to oversee U6 and U7 matches.
- (3) Players who have turned 13 or are in their 2<sup>nd</sup> year will be eligible to oversee U8, U9, U10 and U11 matches.
- (4) The SSF Game Leader Co-ordinator allocates SSF game leaders games to referee in the Under 6 – 11 competitions played each week. A roster is emailed out every week to the SSF referees to notify them of their rostered matches, this will also be placed on the noticeboard.
- (5) Under 6 and Under 7 game leaders will be responsible for setting up and pulling down their own fields.
- (6) SSF Game Leaders are encouraged to assist referees at older games when needed.
- (7) SSF Game Leaders should be given first opportunity to act as an assistant referee at older levels when official referees are not available.
- (8) The Management Committee will determine payment amount of SSF Game Leaders at the beginning of each season.

#### **Six-A-Side**

- (1) The club runs a summer six-a-side competition that runs for 9 weeks on a Friday night during the fourth term of school.
- (2) The competition must be sanctioned by Football Brisbane for insurance purposes.
- (3) The competition is open for all junior and over 35 players. No whole teams from outside the club will be permitted to enter. Each team may have up to 3 players from other clubs or as determined by the management committee.
- (4) Any player not registered with the club will have to pay an additional fee to cover club membership and sign an indemnity form. They are not covered by insurance. Over 35 players are not covered by insurance.
- (5) The competition is run as per the rules handed out each year.



### **Gold Coast Cup**

- (1) Teams may only enter into the Gold Coast Cup under the club name after receiving permission from the club. Teams must submit a team list of all players to be involved for insurance purposes.
- (2) Teams must not book accommodation or travel under the club name.
- (3) The Management Committee reserves the right to loan equipment for which the coach and manager will be responsible.

### **Carnivals**

- (1) Teams wishing to compete in association sanctioned carnivals may only do so with the permission of the club for insurance purposes.
- (2) The Management Committee reserves the right to loan equipment for which the coach and manager will be responsible.

### **Pre-season Matches and Friendlies**

- (1) All pre-season matches and friendly games must seek permission of the appropriate age chairperson and confirm field availability for home matches from the club's fixture controller.
- (2) All matches to be sanctioned by Football Brisbane must first be approved by the appropriate chairperson via the secretary

### **Club Officials**

- (1) All club officials must exercise Duty of Care in all club matters.
- (2) All club officials must adhere to the Officials Code of Conduct.

### **Codes of Conduct**

#### **(1) Players Code of Conduct**

- Play by the rules.
- Never argue with a referee or assistant referee. If you disagree, have your captain, coach, or manager approach the official on your behalf.
- Control you temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in football.
- Work equally hard for yourself and your team. Your team's performance will benefit and so will you.
- Be a good sport; recognise all good plays whether they are part of your team or the opposition.



- Treat all participants in football, as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coach, teammates, and opponents. Without them there would be no game.
- Participate for your own enjoyment and benefit, not just to please parents and coaches.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.
- Zero tolerance to foul language or harassment of players, coaches, or officials.

**(2) Coaches Code of Conduct**

- Remember that junior players participate for pleasure and winning is only part of the fun.
- Never ridicule or yell at a junior player for making a mistake or not winning.
- Be reasonable in your demands on players' time, energy and enthusiasm.
- Operate within the rules and spirit of the game and teach your players to do the same.
- Ensure that the time players spend with you is a positive experience. All junior players are deserving of equal attention and opportunities.
- Avoid overplaying the talented players; the just average need and deserve equal time.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players.
- Display control, respect, and professionalism to all involved with the sport. This includes opponents, coaches, officials, administrators, the media, parents, and spectators. Encourage your players to do the same.
- Show concern and caution toward sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of young players.
- Any physical contact with a junior player should be appropriate to the situation and necessary for the player's development.
- Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
- Zero tolerance to foul language or harassment of players, coaches, or officials.



**(3) Parents Code of Conduct**

- Remember that children participate in sport for their enjoyment.
- Encourage children to participate, do not force them.
- Focus on the child's efforts and performance rather than winning or losing.
- Encourage children always to play 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 game.
- Remember that children learn best by example. Appreciate good performances and skilful plays by all participants.
- Support all efforts to remove verbal and physical abuse from all of football's activities.
- Respect official's decisions and teach children to do likewise.
- Show appreciation for volunteer coaches, officials, and administrators. Without them, your child could not participate.
- Respect the rights, dignity, and worth of every young person regardless of their gender, ability, cultural background, or religion.
  - Zero tolerance to foul language or harassment of players, coaches, or officials.

**(4) Spectators Code of Conduct**

- Remember that young people participate for their enjoyment and benefit, not yours.
- Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the game's outcome.
- Respect the decisions of officials and teach junior players to do the same.
- Never ridicule or scold a player for making a mistake. Positive comments are motivational.
- Condemn the use of violence in any form, whether it is by spectators, coaches, officials, or players.
- Show respect for your team's opponents. Without them there would be no game.
- Encourage players to follow the rules and the officials' decisions.
- Do not use foul language, sledge, or harass players, coaches, or officials.
- Respect the rights, dignity, and worth of every young person regardless of their gender, ability, cultural background, or religion.
  - Zero tolerance to foul language or harassment of players, coaches, or officials.



**(5) Administrators Code of Conduct**

- Provide opportunity for involvement of young players in planning, leadership, evaluation, and decision making related to their activity.
- Give all young players equal opportunities to participate.
- Create pathways for young players to participate in football not just as a player but also as a coach, referee, administrator etc.
- Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability, and maturity level of young players.
- Provide quality supervision and instruction for junior players.
- Remember that young players participate for their enjoyment and benefit. Do not overemphasise awards.
- Help coaches and officials highlight appropriate behaviour and skill development, and help to improve the standards of coaching and officiating.
- Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
- Give a Code of Conduct sheet to spectators, officials, parents, coaches, players and the media and encourage them to follow it.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.
- Support implementation of Football Australia's National Junior Development Policy.
- Make it clear that abusing young players in any way is unacceptable and will result in disciplinary action.
- Respect the rights, dignity, and worth of every young person regardless of their gender, ability, cultural background, or religion.
- Zero tolerance to foul language or harassment of players, coaches, or officials.



## **Appendix A**

### **Volunteer Reward Policy**

#### **(1) Committee members**

- a. 100% discount on player registration
- b. 100% discount RSJPL player registration fees only – player is responsible for the purchase of the player apparel kit

#### **(2) Registrars**

- a. 50% discount on junior registration
- b. 25% discount on Youth (U18) registration

#### **(3) Life Members**

- a. 100% on personal registration
- b. 50% discount on junior registration
- c. \$100 discount on child's Senior registration

**(4) Discretionary** – For Volunteers who give freely of their time the committee may apply either of the following as deemed appropriate (e.g. assisting on registration days, regularly working in the canteen, cleaning and preparing fields for game day, etc)

- a. A nominated discount as decided by the management committee
- b. A gift voucher of agreed value with a letter of thanks from the committee