



MJFC: COMMITTEE CODE OF CONDUCT

Our commitment

Commitment to Leadership and Governance

- Actively participate in committee meetings, decision-making processes, and club governance responsibilities.
 - *Example: Attend at least 80% of scheduled meetings and contribute constructively to discussions.*
- Be transparent, accountable, and ethical in decision-making, ensuring actions align with the club's mission and values.
 - *Example: Disclose any conflicts of interest and recuse yourself from related decisions.*
- Promote a culture of respect, collaboration, and shared leadership among committee members and the wider club community.
 - *Example: Encourage open and respectful dialogue, even in times of disagreement.*
- Prepare for all committee meetings by reading and reviewing any relevant documents.
 - *Example: Read meeting papers before the meeting.*

Commitment to inclusion

- Promote an inclusive and welcoming club environment that supports diversity in gender, sexuality, ability, cultural background, and identity.
 - *Example: Advocate for policies and programs that ensure opportunities (across playing and non-playing roles) for all.*
- Engage with and seek feedback from diverse members of the community to ensure all voices are considered in decision-making.
 - *Example: Conduct surveys or hold open forums to gather input from different club members.*
- Challenge and address discrimination, harassment, and exclusionary behavior within the club.
 - *Example: Intervene if you witness discriminatory remarks or actions within the club environment.*
- Create spaces where youth participants feel heard, valued, and included in decision-making.
 - *Example: Ask children and young people what you can do to make their experience more fun and enjoyable.*

Commitment to Safety and Wellbeing

- Prioritizes the safety and wellbeing of all participants, respecting that safety looks different for everyone.
 - *Example: Complete Sport Integrity Australia's Safeguarding Children and Young People in Sport Induction course.*
- Understand your role under our safeguarding children and young people and member protection policies.
 - *Example: Advocate for safe practices as they relate to your committee role and seek guidance from others when needed.*
- Promote a culture of wellbeing and positive experiences for all club members.
 - *Example: Encourage mental health awareness and provide information on support resources to relevant organizations.*
- Recognize that some members may require different support mechanisms to safely participate in sport.
 - *Example: Consider ways to ensure the club, and both playing and non- playing roles, are accessible to diverse members of the community.*
- Actively promote the policies/initiatives in the club around safety, equity and inclusion.
 - *Example: Support the Child Safeguarding Officer or Member Protection Information Officer in increasing awareness and knowledge of club policies and practices.*
- Listen and believe someone that comes to you with concerns.
 - *Example: Regardless of what they tell you, it's challenging for anyone (especially children) to share unsafe experiences.*
- If someone does disclose something, believe what they say.
 - *Example: It is not your responsibility to determine or investigate the circumstances. Remind them they did the right thing in telling you and seek support for your next steps.*

Understanding the Role and Influence of Committee Members

- Recognize that as a committee member, you are a role model within the club and your role requires you to act responsibly to benefit the club and its members.
 - *Example: Ensure decisions prioritize the long-term sustainability of the club rather than personal interests.*
- Set a positive example for club members, displaying professionalism, integrity, and respect.
 - *Example: Treat all members with fairness and uphold confidentiality where appropriate.*
- Promote fair, transparent, and ethical club operations, ensuring compliance with legal, financial, and governance responsibilities.
 - *Example: Read our club constitution and abide by the requirements of your role.*
- Promote a culture that prioritizes fun, safe and inclusive environments over performance outcomes.
 - *Example: Celebrate initiatives and members that exhibit these values, not just performance outcomes.*

Upholding the Integrity of Sport and the Club

- Demonstrate and promote respect for all players, officials, coaches, and volunteers within the club and wider sporting community.
 - *Example: Support fair play initiatives and encourage respectful conduct at all club events.*

- Maintain professional relationships with club members, ensuring conversations are respectful and physical contact should be limited to what is necessary and consented to in the context of your role.
 - *Example: Avoid engaging in inappropriate relationships or favoritism within the club.*
- Always use respectful and supportive language when engaging with players, parents, coaches, officials, spectators or other volunteers.
 - *Example: Avoid using explicit or derogatory language, as your words set a standard for the club.*

Breach of Code of Conduct Procedures

If you breach this code, the Executive Committee (Club) will take the following steps:

Step 1: Educative response – you will be reminded of the expected behaviors and how your behaviors breached the code of conduct. You will be asked to review the policies and be directed towards relevant education as warranted.

Step 2: Written warning – A formal letter (warning) will be provided to the you, detailing the breach and any required corrective actions.

Step 3: Disciplinary action – The Club will explore the imposition of a suspension or termination under the rules of our club / league constitution or related policies.

Acknowledgment

I have read and understood this Committee Code of Conduct and commit to upholding these principles as a member of **MERENDA JUNIOR FOOTBALL CLUB**.

Name: _____

Date: _____

Signature: _____