



MJFC: TEAM MANAGER CODE OF CONDUCT

Our commitment

Safety and Wellbeing of Participants

- Prioritize the safety and wellbeing of all participants, respecting that safety looks different for everyone.
 - *Example: Regularly check in with participants about their wellbeing and provide safe, accessible ways for them to express concerns.*
- Recognize and respect the rights, identities, and dignity of all participants.
 - *Example: Use inclusive language and ensure all players feel valued, regardless of their skill level or role in the team.*
- Understand and uphold the values and standards that the club has established.
 - *Example: Review the club values and inclusion policies.*
- Ensure all players have equal access to resources, opportunities, and support, being mindful of potential financial, cultural, or personal barriers to participation.
 - *Example: Where possible, assist in removing barriers to participation, such as supporting access to uniforms or funding for those in need.*
- Be aware of and adhere to sport-specific injury management and return-to-play guidelines.
 - *Example: Do not allow/encourage participants to play when injured and/or against medical advice.*
- Recognize that safeguarding applies to all participants, not just children or those in playing roles.
 - *Example: Ensure that safety and wellbeing policies/practices include coaches, volunteers, and parents, not just sport participants.*
- Always use respectful and supportive language when engaging with players, coaches, officials, or spectators.
 - *Example: Avoid using explicit, aggressive, or discriminatory language, as your behavior sets the standard for others.*

Inclusive and Fair Management

- Support each participant's individual needs and ensure team operations are managed equitably.
 - *Example: Provide flexible arrangements where possible for participants who have personal, work, or cultural commitments.*
- Always take action when there is a complaint or concern raised to you.

- *Example: If you suspect something or someone comes to you with a concern, take action to support them disclosing through the proper channels.*
- Ensure that communication and decision-making processes are transparent, inclusive, and fair.
 - *Example: Consult with sport participants, parents, and coaches before making decisions that affect the team.*
- Respect the diverse backgrounds and experiences of team members, ensuring all players, coaches, and families feel welcome.
 - *Example: Consider cultural, religious, and accessibility needs when scheduling events, training, or catering.*
- Promote a positive and inclusive team and club culture, addressing issues of bias, discrimination, or exclusion if they arise.
 - *Example: Speak up and intervene if you witness a player, coach, parent or any club member engaging in bullying, exclusion, or discrimination.*
- Commit to ongoing professional development by staying informed about best practices in management and safeguarding.
 - *Example: Complete Sport Integrity Australia's Safeguarding Children and Young People in Sport Induction course.*
- Comply with your state or territory requirements for working with children and young people.

Understanding Your Role and Influence as a Team Manager

- Recognize that as a team manager, 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 all players are given equal opportunities to participate and develop, regardless of background or ability.*
- Promote open communication and seek feedback regularly.
 - *Example: Use anonymous feedback forms or team meetings to allow participants and volunteers to voice their thoughts.*
- Maintain appropriate professional boundaries and always act in the best interests of participants and volunteers.
 - *Example: Communicate with participants, parents and volunteers in open and transparent ways, avoiding private or unprofessional interactions in-person or online.*
- Read and comply with your organization's child safe code of behaviors / practices.

Uphold the Integrity of Sport

- Lead by example, upholding the values of fairness, respect, and integrity.
 - *Example: Treat all players, coaches and volunteers with respect, regardless of match outcomes.*
- Encourage a culture of enjoyment, effort, and participation rather than just outcomes or performance.
 - *Example: Celebrate small improvements and contributions, not just scoring goals or match outcomes.*
- Respect the decisions of officials, coaches, and administrators, modeling positive behavior.
 - *Example: Model composure when dealing with difficult referee decisions, setting an example for athletes and parents.*

- Never advocate or condone the use of illicit drugs, performance-enhancing substances, or unethical competition practices such as match-fixing.

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 Team Manager Code of Conduct and commit to upholding these principles as a member of ***MERENDA JUNIOR FOOTBALL CLUB***.

Name: _____

Date: _____

Signature: _____