

UQ Red Lions AFC – Code of Conduct

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1. Introduction

1.1 Commitment and Consultation

The UQ Red Lions AFC is a community football club participating in the AFLQ Football competition organised by the AFL. The UQ Red Lions AFC and its members are committed to promoting the positive image of AFL Players and their professional and proper conduct. With these aims in mind, the UQ Red Lions AFC have agreed to formulate this Code of Conduct ("the Code") for UQ Red Lions AFC members based on the AFL Players Association Code of Conduct.

1.2 Purpose

The Code seeks to promote and strengthen the good reputation of Australian Rules Football, the AFL Competition, the AFL, AFL Clubs and AFL Players by establishing standards of performance and behaviour for UQ Red Lions AFC members. The primary focus of the Code is to educate members on the importance of maintaining appropriate standards and to provide further education, counselling and other assistance to members whose conduct does not conform to the appropriate standard and on the adverse affect such conduct may have on the standing and reputation of the game, the AFL, the AFL Club and the member him or herself. Subject to any obligations set out within this Code, a UQ Red Lions AFC member is entitled to have his privacy including that of his family and friends respected whenever possible.

2. Member Responsibilities

2.1 Behaviour

Members aspire to the highest standards of sportsmanship and professional conduct. Members must conduct themselves in a manner so as not to bring Australian Rules football, the AFL, the UQ Red Lions AFC and other members into disrepute. This clause applies to a member's behaviour which:

- (i) occurs during the course of any match, training session, Club or AFL function, promotional appearance, camp or tour, including travelling to and from such employment related commitments; or
- (ii) involves public comment or comments made to the media; or
- (iii) involves criminal conduct which directly impacts in a material way upon the member's ability to perform his duties as an UQ Red Lions AFC member or impacts upon the reputation of the AFL or the AFL Club in any way; or
- (iv) involves conduct deemed by the UQ Red Lions AFC and the Club's Leadership Group (or senior players of the Club if no such group exists) in accordance with clause 5 of this Code to be have brought the AFL and/or the UQ Red Lions AFC into disrepute.

Examples of behaviour by members which brings the code and club into disrepute may include:

- Excessive and inappropriate swearing
- Inappropriate heckling or sledging
- Abuse directed at any official, player or spectator
- Inappropriate behaviour as a result of excessive drinking
- Instances where members attend the club under the influence of illegal drugs
- Behaviour that is considered unwelcome by those witnessing the behaviour

2.2 Playing

UQ Red Lions AFC players must not wilfully engage or participate in any activity which may cause or aggravate any injury or illness and which prevents AFL Players from playing AFL Football to the best of the individual's ability.

Inappropriate abuse directed at any playing official, player or volunteer during a fixture is also unacceptable and can be held to be in breach of the Team Rules.

2.3 Fitness

UQ Red Lions AFC players must present themselves at all Matches, Club training sessions and other related activities in an acceptable state of fitness. Players must also endeavour to maintain such state of fitness during periods between AFL seasons.

An acceptable state of fitness may be determined by the UQ Red Lions AFC and may be measured by body weight, body fat, and/or endurance/aerobic capacity. Where the club adopts such measures, written notice should be given to each player of the Club's requirements for that player.

2.4 Attendance and Apparel

UQ Red Lions AFC members must (unless granted express permission otherwise or provide an explanation satisfactory to the Club) attend, and attend punctually, all Matches, Club training and related events including extra training sessions and physiotherapy appointments and rehabilitation programs.

UQ Red Lions AFC members must wear appropriate apparel during all AFL Matches, AFL Club training, AFL functions and AFL Club functions while representing the club.

2.5 Functions

UQ Red Lions AFC members are encouraged to attend, and attend punctually, all official UQ Red Lions AFC football functions and are also encouraged to attend all official UQ Red Lions AFC social functions. Such official football functions include (without limitation):

- authorised after-Match functions (eg. Best-On-Ground Presentations)
- annual presentations of guernseys
- annual general meeting/s
- annual post-season presentation night
- all official AFL or other associate functions that a member has been requested to attend including:
 - annual league presentation night/s
 - annual UQ Sport presentation night/s
 - AFL or other associate meeting/s

During such Club, AFL or other associate functions, UQ Red Lions AFC members must wear apparel that is appropriate to the event.

2.6 Promotional Events

UQ Red Lions AFC members must (unless granted express permission otherwise or a satisfactory explanation is provided):

- generally promote AFL Football, the AFL and the UQ Red Lions AFC
- assist the AFL, AFL Clubs and Sponsors in promotional and developmental activities, and
- attend, and attend punctually, AFL and UQ Red Lions AFC promotional events

During such promotional events, UQ Red Lions AFC members must wear apparel that is appropriate to the event.

2.7 Property

UQ Red Lions AFC members must show due regard for the property and facilities of the AFL, AFL Clubs and staff of those bodies and the property, facilities and staff of other providers (including hotel, bus and aeroplane operators) which a UQ Red Lions AFC member may utilise during any authorised activities in which the UQ Red Lions member may be engaged.

Where a UQ Red Lions AFC member breaches this provision, he or she may be required to pay the relevant person or body an amount equivalent to the cost of repairing or replacing the damage the member caused to the property and/or facility.

2.8 Confidentiality of Club Information and Communications

UQ Red Lions AFC members must maintain the confidentiality of all material provided in confidence by the AFL or UQ Red Lions AFC to UQ Red Lions AFC members. Such material may without limitation include details of training methods, coaching manuals, team selections and records of a confidential nature of the club.

All communications externally to AFL, AFLQ or UQ authorities must be channelled through parties authorised and approved by the UQ AFC committee. Any unauthorised communications in any format that breaches this code of conduct will be treated in a similar fashion to unacceptable behaviour under the same code.

3. Team Rules

3.1 Development of Team Rules

Individuals within the UQ Red Lions AFC may be selected to be part of a Player Leadership Group. In consultation with the UQ Red Lions AFC Committee, this Group will introduce team rules which are supplementary to this Code and do not replace or extend the general obligations on UQ Red Lions AFC members as set out in this Code ("Team Rules"). Such Team Rules shall only deal with the detailed requirements of the team specific to the general Player responsibilities set out in clause 2 above.

3.2 Notification of Team Rules and Club Policies

An individual team within the UQ Red Lions AFC seeking to introduce Team Rules shall be obliged to outline such rules or policies to a meeting of players and provide a copy of the rules or policies to each Player prior to such Team Rules coming into effect.

4. AFL Player Rules, Regulations, Codes and Policies

It is noted that other obligations are imposed upon AFL Players under the AFL Player Rules, Regulations and other specific Codes and Policies and examples of such obligations are set out in Schedule A to this Code.

Where the AFL proposes to respond to an AFL Player's conduct under the AFL Player Rules, Regulations or other specific Codes and Policies the AFL shall advise the Player's Club of this fact and such Player will not be disciplined under this Code.

5. Discipline

5.1 Minor Breaches

(a) Except where clause 5.2 applies, where a UQ Red Lions AFC member's conduct breaches a provision of this Code (including a Team Rule) the disciplinary action to be taken by the Club shall be determined by the Player Leadership Group (to be approved by the UQ Red Lions AFC Committee, whose approval may not be unreasonably withheld), or where no Player Leadership Group exists, by the UQ Red Lions AFC Committee in consultation with senior players.

Examples of conduct which should be dealt with under this provision include but are not limited to:

- (i) being late for or failing to attend a training, rehabilitation or weight session;
- (ii) being late for a match;
- (iii) missing a function or promotional appearance;
- (iv) missing a medical or physiotherapy appointment;
- (v) wearing incorrect apparel; and
- (vi) other conduct of a similar nature or having similar effect.

(b) In determining the disciplinary action to be taken under the Code, the Player Leadership Group of the Club shall take into account the following matters:

- (i) the seriousness of the breach; and
- (ii) whether the offence has been repeated by the Player;

5.2 Serious or Persistent Breaches

(a) Where a breach/es of a provision/s of the Code involves:

- (i) a serious breach of the provisions of the Code;
- (ii) persistent failures by a Player to adhere to the provisions of this Code; or
- (iii) public conduct by a Player that brings the Club, the AFL or AFL Football into disrepute;

the disciplinary action to be taken by the Club shall be determined by the UQ Red Lions AFC Committee and, except in exceptional circumstances, such determination shall be made in consultation with the Club's Player Leadership Group or senior players where no Player Leadership Group exists.

(b) In determining the disciplinary action to be taken under the Code, the UQ Red Lions AFC Committee shall take into account the following matters:

- (i) the seriousness of the breach;
- (ii) the extent to which the AFL Player's breach brings the AFL or the relevant AFL Club into disrepute;
- (iii) the Player's role in the events that led to the breach and any mitigating circumstances (if any);
- (iv) whether the offence is part of a persistent course of conduct by the Player;
- (v) whether the Player has received any other form of sanction for the conduct; and

6. Dispute Resolution Procedure

(a) Before seeking formal review as provided in sub-clause (b) below, the UQ Red Lions AFC must undertake to fully investigate, consider and, if so requested by the relevant UQ Red Lions AFC member, review its decision to impose a disciplinary measure on a UQ Red Lions AFC member for breach of this Code.

(b) If such informal review fails to satisfactorily resolve the UQ Red Lions AFC member's dispute, the relevant UQ Red Lions AFC member may formally appeal (within 72 hours from the date of the Club's decision to impose a disciplinary measure) to a Dispute Resolution Panel.

(c) The Dispute Resolution Panel shall consist of the President of the UQ Red Lions AFC (or other UQ Red Lions AFC appointee), the member's coach relevant to the issue at hand, and a third party appointed by the mutual agreement of the UQ Red Lions AFC Committee and UQ Red Lions AFC coaching staff.

(d) The Dispute Resolution Panel must conduct a fresh investigation of the alleged breach by the relevant UQ Red Lions AFC member and form its own view about the appropriate disciplinary measure, if any, to be taken. Its decision must be made within 72 hours from the date when the relevant UQ Red Lions AFC member first instituted his appeal and must be communicated in writing to the UQ Red Lions AFC member.

(e) The decision of the Dispute Resolution Panel shall be final and binding on the relevant UQ Red Lions AFC member.

(f) The time limits set out in this clause may be extended by agreement between the UQ Red Lions AFC member and the UQ Red Lions AFC.

(g) For the avoidance of doubt, the intention of this clause and the Dispute Resolution Panel is to include a third party independent of the original decision that has been made in relation to a breach of the Code by a member.

7. Relationship between the Code and Other Instruments/Documents

Currently the only other instruments/documents in existence that may have a relationship to this code are dealt with under clause 4 above.

8. Confidentiality of Code Matters

The UQ Red Lions AFC and its members must use their best endeavours to ensure that any matters arising out of or relating to alleged conduct of a UQ Red Lions AFC member in breach of this Code (including but not limited to details of any sanction imposed, unless otherwise mutually agreed between the Club and the member) shall remain confidential and are not disclosed to any third party unless expressly agreed to by the relevant Club and member concerned. For the avoidance of doubt, all parties agree that the confidentiality intended to be protected by this provision does not preclude the Club or member announcing to a third party that there has been a breach of the Code and that it has been dealt with by the Club and the member.

9. Definitions

Unless the contrary intention appears, the following words have the meanings set out below:

- (a) Any references to the “club” indicate a reference to the UQ Red Lions AFC.
- (b) Any references to a “member” indicate a reference to a UQ Red Lions AFC player, staff, volunteer or general member holding membership with the club.
- (c) Any references to a “player” indicate a reference to a UQ Red Lions AFC player that actively participates in any training/recovery session or games under a registration with the UQ Red Lions AFC.
- (d) “Player Leadership Group” means the group of AFL Players in a Club appointed by the Club or elected within the Club to provide leadership to the playing group within the Club and/or to be focal point for consultation on behalf of the playing group with the Club.

SCHEDULE

Members should be aware that the AFL Player Rules, Regulations, and specific AFL Codes and Policies incorporate provisions imposing obligations on Players in respect to:

Racial and Religious Vilification

AFL Player Rules provide that Players must refrain from making any comment that vilifies or tends to vilify persons on the basis of their race, religion, colour, sex, sexual orientation or other related characteristics.

Substance Abuse

AFL Players must refrain from the taking of illicit and/or performance-enhancing substances and must comply with AFL Rules, AFL Illicit Drugs Policy and AFL Anti-Doping Code which prohibits the taking of such substances.

Public Comment

AFL Player Rules provide that Players must not make adverse public comments concerning AFL Umpires or decisions made by AFL Umpires during AFL Matches. AFL Players must not make any public comments whatsoever concerning any aspect of an AFL Tribunal hearing, either before or after such hearing, even if the AFL Player is personally involved in such hearing.

Gambling

The AFL Player Regulations and standard playing contract prohibit Players from betting on any aspect of an AFL Match. Any aspect of an AFL Match includes the result, first goal kicker, best on ground, Brownlow medal etc. The AFL Regulations also prohibit the passing on of information that is not publicly available concerning teams playing in any match (including the actual or likely composition of the team, players' injuries, the form of Players and tactics) unless given in a bona fide media interview.

Respect and Responsibility

The AFL Respect and Responsibility Policy reflects the AFL industry's commitment to providing safe and supportive environments for women within football and the broader community. The policy contains six major components:

1. introduction of model anti-sexual harassment and anti-sexual discrimination procedures across the AFL and its 16 Clubs;
2. development of organizational policies and procedures to ensure a safe, supportive and inclusive environment for women;
3. changes to AFL rules relating to "conduct unbecoming";
4. education of players and officials;
5. dissemination of model policies and procedures at community club level; and
6. development of a public education campaign.

All members should also be aware that as a member of the UQ Red Lions AFC they will be bound by the following sets of rules, regulations, codes and policies;

- AFL Player Rules, Regulations, and specific AFL Codes and Policies;
- AFL Queensland Rules, Regulations, and specific AFLQ Codes and Policies;
- Specific University of Queensland Policies; and
- Specific UQ Sport Policies.

all of which are available on request to the UQ Red Lions AFC Committee.