



## MONBULK RANGERS SOCCER CLUB

PO Box 127, Monbulk, VIC 3793  
115 - 121 Old Emerald Road Monbulk, VIC 3793  
[info@monbulkrangers.org.au](mailto:info@monbulkrangers.org.au)

## CODE OF CONDUCT

At Monbulk Rangers Soccer Club, the safety and wellbeing of our players is paramount. We aim to positively influence our young players, creating a safe and respectful environment for them both on and off the field. We have a zero-tolerance stance on the use of inappropriate and offensive language and abusive, bullying or threatening behaviours.

- Administrators & Committee Members
- Coaches & Team Managers
- Players
- Ground Marshalls
- Spectators & Parents
- Referees – Football Victoria
- Referees – MiniRoos | Game Leader
- Referees - VCFA

### ADMINISTRATORS & COMMITTEE MEMBERS

All participants in our sport have a responsibility to promote respect and good behaviour to ensure our clubs and our game are free from all forms of bullying and abuse.

As leaders in our sport, Administrators and Committee Members must demonstrate the behaviour that they expect their players, parents, and spectators to follow to establish a high-quality club culture.

#### Responsibilities

- 1) Act honestly, in good faith and in the best interests of your club, and the sport.
- 2) Respect the rights and worth of every person associated with the Club, including members, volunteers, partners, external stakeholders, and other Committee Members, regardless of their age, race, gender, ability, cultural background, sexual orientation, or religion.
- 3) Provide quality supervision, instruction, and a safe environment for all participants.
- 4) Always consider the welfare of the Club's members above on-field success.



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- 5) Create and support pathways for people to participate and develop through the sport not just as players but as coaches, referees, and administrators.
- 6) Ensure that any information or advantage gained by virtue of your position is not used improperly.
- 7) Adhere to the policies and procedures established by the Club, and its legislative requirements.
- 8) Respect the equipment and resources of the Club and only use these in Club-related business.
- 9) Refrain from smoking and excessive use of alcohol at the Club.
- 10) Conduct your responsibilities with due care, competence, and diligence.
- 11) Do not allow prejudice, conflict of interest or bias to affect your objectivity in impartial decision-making.
- 12) Address unsporting behaviour and promote respect for all people.
- 13) Help coaches and officials to demonstrate appropriate behaviour and skill development to assist in raising the standards of coaching and officiating.
- 14) Ensure everyone involved in football emphasizes fair play, and not winning at all costs.
- 15) Be tolerant and calm under pressure, and approach problem solving in a supportive manner as members and players will expect you to set an example for others.
- 16) Be honest and open to feedback from members and respond appropriately.
- 17) Set a positive example and always represent the Club in a professional manner.

### **COACHES & TEAM MANAGERS**

Every participant in our sport has a role to play in ensuring that the game is free from physical and verbal bullying and abuse, and that it is played in a competitive and fair manner.

All participants of our game have a responsibility to promote respect and good behaviour. As leaders, Coaches and Team Managers must demonstrate the behaviour that they expect their players and spectators to follow.

#### Responsibilities

- 1) Place the health, safety, and welfare of the participants above all else.
- 2) Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexual orientation, or religion.



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- 3) Remember that children play for the fun and enjoyment and that winning is only part of their motivation and development.
- 4) Never ridicule or yell at players for making mistakes or losing a game.
- 5) Teach your players to abide by the rules and Laws of the Game and to play within the spirit of the game.
- 6) Develop and enhance respect between players, opposition coaches and the decisions of Match Officials.
- 7) Ensure that equipment and facilities meet a reasonable safety standard and is appropriate to the age and ability of the players.
- 8) Modify your approach to suit the skill levels and needs of players.
- 9) Be reasonable in your demands on younger players time, energy, and enthusiasm.
- 10) Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
- 11) Do not smoke or consume alcohol whilst supervising team members.
- 12) Do not tolerate abusive, bullying, or threatening behaviour.
- 13) Follow the advice of a physician, or listen to your player, when determining the extent of a player's injury and beyond that, when players are returning from injury to training and game scenarios.
- 14) Help each individual (player, official, etc.) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
- 15) Remember the actions of yourself and your team is reflective of the perception others take away with them.

### **PLAYERS**

All participants of our game have a responsibility to promote respect and good behaviour to ensure our clubs, and our game is free from physical and verbal bullying and abuse.

All players must abide by this Code of Conduct and demonstrate good quality behaviours that provide a welcoming environment for our sport.

#### Responsibilities

- 1) Act Participate for your own enjoyment and benefit.



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- 2) Respect all other participants and the rights and worth of every person regardless of their gender, ability, cultural background, or religion.
- 3) Play fair, play by the rules, and play to the best of your ability, always.
- 4) Be a good sport, displaying modesty in victory and graciousness in defeat.
- 5) Respect the equipment and facilities provided to you as part of your program.
- 6) Be honest with your coach concerning illness and injury, and your ability to train and play.
- 7) Never yell at, ridicule, or criticize other participants. They are all trying their best.
- 8) Co-operate with your coach, teammates, referees, and opponents. Without them, there would be no competition.
- 9) Respect and follow the directions of your team officials and referees.
- 10) Do not argue with the Match Official. If you disagree, have your captain or coach approach the Match Official during a break in play or after the Match is concluded.
- 11) Control your temper. Verbal abuse of officials or other players, deliberately distracting or provoking another person is not acceptable or permitted in any sport.
- 12) Be respectful whether you win or lose. Shake hands with the other team and referee at the end of the game.
- 13) If you feel unsafe or uncomfortable at your club speak to someone you trust.

### **GROUND MARSHALLS**

All participants of our game have a responsibility to promote respect and good behaviour to ensure our clubs, and our game is free from physical and verbal bullying and abuse.

As leaders on match day, Ground Marshalls must demonstrate the behaviour that they expect their players, coaches, and spectators to follow to establish a good quality match day experience.

#### Responsibilities

- 1) Act honestly, in good faith and in the best interests of the sport.
- 2) Respect the rights and worth of every person associated with the game, including players, officials, coaches, spectators, etc., regardless of their age, race, gender, ability, cultural background, sexual orientation, or religion.
- 3) Provide quality supervision, instruction, and a safe environment for all participants.



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- 4) Always consider the safety and welfare of all participants above Club on field success.
- 5) Accept and respect the authority of a referee, assistant referee, or other match official.
- 6) Do not abuse, threaten or intimidate, use crude language or gestures, or show unnecessary obvious dissension, displeasure or disapproval towards a referee, assistant referee, or other match official, whether on or off the field, or a coach, manager or other team official.
- 7) At all times comply with/and monitor spectators' adherence to any conditions of entry and take an active role in eliminating bad behaviour of spectators by de-escalating situations.
- 8) Act to provide a safe and welcoming environment to all players, officials, coaches, volunteers, and spectators on match day.

### **SPECTATORS & PARENTS**

All spectators of our game have a responsibility to promote respect and good behaviour to ensure our clubs, and our game is free from physical and verbal bullying and abuse.

All spectators and parents must abide by the Club's Conditions of Entry and demonstrate good quality behaviours that provide a welcoming environment for our sport.

#### Responsibilities

All spectators attending a Match or otherwise involved in any activity staged or sanctioned by FFA, FV or an affiliate Regional Association or Club must:

- 1) Respect the decisions of Match Officials as being fair and called to the best of their ability and teach children to do the same.
- 2) Respect the performances and efforts of all participants including players, coaches, officials, etc.
- 3) Never ridicule or scold a child for making a mistake or losing a game.
- 4) Remember that your child and all players participate in the sport of football for their enjoyment and not yours.
- 5) Respect the rights, dignity and worth of every person regardless of their gender, ability, race, colour, religion, sexual orientation, language, politics, national or ethnic origin.
- 6) Demonstrate appropriate social behaviour by not using foul language or harassing players, coaches, or officials.



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- 7) Never use violence in any form towards another person including fellow spectators, Players or Match/Team Officials (including Coaches and Ground Marshalls).
- 8) Not engage in acts of discrimination, harassment, or abuse towards any person, including:
  - a. the use of obscene or offensive language and/or gestures.
  - b. the incitement of hatred or violence.
- 9) Comply with all Conditions of Entry including provisions relating to security screening, intoxication, and items that are prohibited by law or restricted by policy from being brought into the Venue.
- 10) Never throw missiles, projectiles, or objects of any description at Players, Match Officials, or fellow spectators.
- 11) Not enter or attempt to enter the field of play or playing arena without lawful authority.
- 12) Always respect the use of facilities and equipment provided.
- 13) Refrain from any disorderly conduct or conduct that may injure the reputation and goodwill of the club and the code of Football generally.

Any person who does not comply with this Spectator Code of Behaviour or who in the opinion of the Club and/or FV otherwise causes or is reasonably likely to cause a disturbance may be evicted from the Venue and may be banned from attending future Matches.

Any offender who then breaches the ban order against them may be charged with trespass and subject to further penalties and sanctions, including the possibility of further legal action.

### **REFEREES – FOOTBALL VICTORIA**

This Code provides Football Victoria (FV) Referees an indication of the standards of conduct and ethical behaviour expected of them. Any breaches of this Code should be reported to the FV Referees Department at [Referees@footballvictoria.com.au](mailto:Referees@footballvictoria.com.au). Football Victoria will then consider appropriate action including but not limited to deregistration or suspension or sanction under the Grievance, Disciplinary, and Tribunal By- Law.





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### Ethics

- 1) Perform your duties as a referee without bias and maintain the highest standards of integrity and honesty. These standards shall be maintained in associated off-field activities.
- 2) Treat everyone equally, regardless of their disability, gender, ethnic origin, cultural background, sexual orientation, religion, age and political or club affiliation.
- 3) Conduct yourself with dignity on and off the field. Do not act in a manner that brings yourself, your colleagues or FV into disrepute.
- 4) Do not gamble, or encourage any other person to gamble, on a football match with which you are associated.
- 5) Do not referee matches where you have a potential conflict of interest, real or perceived, including:
  - a. Family member playing, coaching or involved with any of the participating teams.
  - b. Having a personal relationship with any person involved in a playing or coaching capacity with any of the participating teams.
  - c. A referee cannot officiate in any league that they are playing in.
- 6) Treat fellow referees with respect. Negative comments and criticism about or towards another referee or the FV Referees Department, verbal or written including on social media, is prohibited. Comments

### Conduct Standards

- 1) Be honest, consistent, objective, impartial and courteous when applying the rules of the game. You must resist any possible influence from protests on the part of participants or spectators of the game.
- 2) Be physically and mentally fit to referee the match you are assigned to the required standard. This includes completing fitness testing requirements and training workshops as directed by FV. Fitness test requirements can be found via the below link:  
<https://www.footballvictoria.com.au/resources/referees/match-resources>
- 3) Maintain a smart appearance both on and off the field, including wearing the correct referee uniform in all FV appointments. Referee uniform guidelines can be found here:  
<https://www.footballvictoria.com.au/resources/referees/match-resources>
- 4) Your knowledge of the laws and rules of competition must be up-to-date and thoroughly understood, including any recent amendments.



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- 5) Your responsibility is to your senior appointment of the day. Do not make other appointments earlier on the same day unless specifically arranged with your appointment officer. Be punctual and allow enough time to properly make your appointed fixture (arrive at least 45 minutes before the scheduled start of the game).
- 6) Report all on field and off-field misconduct. Set out the facts as you see them in writing, within 24hrs of the conclusion of the match.
- 7) Complete all administrative tasks, including match record paperwork (match results, goal scorers, best/fairest votes, yellow/red cards, misconduct reports, incident reports, facility reports) within 24hrs of the conclusion of the match and to the standard required. For clarity, all NPL, NPLW, WVPL, Men's State League and Women's State League match record paperwork must be submitted via the online SportsTG platform within 24hrs of the conclusion of the match. For NPL and NPLW all match scores must be submitted within 60 minutes of the conclusion of the match.
- 8) Ensure 14 days' notice is given to the FV Referees Department and/or your appointments officer if you become unavailable for an appointment, in accordance with FV 'Schedule Availability User Guidelines', guidelines can be found here:  
<https://www.footballvictoria.com.au/resources/referees/registrations-appointments>
- 9) Notify FV of your unavailability to referee any match in accordance with FV 'call off' guidelines. 'Call Off' guidelines can be found via the below link:  
<https://www.footballvictoria.com.au/resources/referees/registrations-appointments>
- 10) Notify FV if you are contacted by any person or FV club with a request to referee any matches involving FV clubs. Referees are not permitted to referee any match involving any FV club unless appointed by the FV Referees Department or a Branch Appointments Officer.
- 11) FV will appoint referees to matches on a week-to-week basis in its absolute sole discretion.

### Discipline

- 1) If you witness a fellow referee breaching this code, inform them of the breach - they may be unaware. In serious circumstances, report the breach to the FV Referees Department.
- 2) Referees breaching this code or being the subject of a complaint by a colleague or third party, may be called upon to explain their actions. If proven, the referee may be subject





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to disciplinary action as decided by the FV Referees Department, Discipline Department or Tribunal.

- 3) FV may enforce the terms of this Code and invoke the sanctions only if it has given the party alleged to have infringed this Code:
  - a. reasonable details of the alleged infringement.
  - b. the opportunity to respond.
  - c. the opportunity to be heard in relation to the issues of infringement and sanction.
- 4) The imposition of a sanction is immediate or otherwise notified by the party imposing the sanction. In the event a sanction is imposed, and you dispute the sanction or purported action taken under this Code, you may request a review by the Tribunal of the sanction if you do so in writing to the FV Referees Department within 7 business days of notice of the sanction. Your request for review must include a completed 'Tribunal Request Form – Federation Imposed Penalty' at Part A of Schedule 3 to the Grievance, Disciplinary and Tribunal By-Law 11. For avoidance of doubt, the Tribunal Request Fee will be payable.
- 5) In the event you are given a suspension in any other capacity outside of refereeing by Football Victoria, you will not be permitted to undertake any referee match day activities for the duration of the suspension.

FV implements the FFA Member Protection Policy, please see below link for further details:

<https://www.footballvictoria.com.au/policies>

FV is part of the FA's integrity process, if you see anything that compromises the integrity of a match (e.g. match fixing), please see below link for further details regarding how you must report the matter: <https://www.footballvictoria.com.au/policies>



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### **REFEREES – MINIROOS | GAME LEADER**

The Game Leader can be a club official, parent, older child/player or beginner referee and should always be enthusiastic and approachable. Most importantly, remember the children are learning the game – be flexible and patient.

The Game Leader should:

- Encourage all children to have fun and different children to take re-starts;
- Ensure the correct number of players are on the field;
- Discourage players from permanently over-guarding the goal;
- Check all players are wearing shin guards;
- Use a “Ready, Set, Go” prompt to encourage quick decisions when restarting play;
- Encourage children to dribble or pass ball to team mates rather than kick the ball long;
- Ensure the opposing team is at least 5 metres outside the penalty area for all goal line restarts;
- Ensure team officials and parents create a safe, enjoyable and positive playing environment for the children;
- Encourage children to be involved in all aspects of the game, attacking and defending;
- Award free kicks as appropriate to help children learn the rules and consequences of committing fouls;
- Explain the rules to players and why a free kick has been awarded;
- Let the game flow and give instruction to all players on the run where you can;
- Praise and encourage both teams; and
- Be enthusiastic and approachable.
- Game Leaders are required to complete laws of the game and are encouraged to undertake a free MiniRoos Certificate prior to start of the season.

### **REFEREES – VCFA**

An official (junior referee, senior referee or assistant referee) present at a VCFA Match or otherwise involved in any activity staged or sanctioned by the VCFA or an affiliated club must:

- a) Display fairness and uniformity in applying the Laws of the Game and the VCFA Match Rules
- b) Be honest in your assessment of situations
- c) Be consistent and courteous in calling all infractions



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- d) Condemn deliberate fouls as being unsporting and promote fair play and appropriate sports behaviour. The health and safety of the players must be the most important reason to be weighed in during the decision-making process
- e) Use common sense to ensure the 'spirit of the game' for players is not lost by being too pedantic when applying the rules
- f) Be a positive role model in behaviour and personal appearance
- g) Ensure you remain up to date with any rule changes and/or interpretation of rules as laid down by the Laws of the Game or the VCFA Match Rules
- h) Seek continual self-improvement through study, performance appraisal and regular updating of competencies through provided VCFA Referee Courses
- i) Not engage in physical and/or verbal intimidation, abuse or conduct toward any player, official, referee or supporter. Such actions are totally unacceptable.
- j) Not use information technology to make or post inappropriate comments against players, clubs, club officials, match officials or the Association which is discriminatory or offensive. Information technology includes, but is not limited to, email, instant messaging, text messages, phone messages, digital images, website postings (including social media such as Facebook, Instagram, Twitter and blogs).

Any person who does not comply with the VCFA Officials Code of Conduct or who otherwise causes a disturbance may be removed from a venue and banned from attending future Matches or events.