

Manly Warringah Wolves Australian Football Club



Code of Conduct

1. Introduction

1.1. The Manly Warringah Wolves Australian Football Club (“**Wolves**”) is committed to providing a friendly, constructive, supportive and inclusive environment for its members and the Community and places great value on fairness, accountability, unity, respect, sportsmanship, safety and socially acceptable behaviour (“**Club Values**”).

1.2. In general, all Wolves players, coaches, officials and volunteers are expected to act in accordance with Club standards and our Club Values. Every player, club member, official, coach, committee member or member of our Club community, is expected to work towards ensuring that our Club:

- (a) Includes every person regardless of their age, gender, sexual orientation, race, culture or religion.
- (b) Provides opportunities for people of all abilities to participate in our Club and game and can develop to their full potential.
- (c) Creates and supports a safe and inclusive environment for all participants and supporters.
- (d) Eliminates and make clear that it does not tolerate violent or abusive behaviour, bullying or sexual harassment, discrimination or

intimidation towards any other Club member, player or opposing team or AFL official.



1.3. This Code of Conduct:

- (a) is in addition to the AFL Sydney League Code of Conduct and the NSW AFL Code of Conduct and any disciplinary procedures and/or sanctions set out in those Codes of Conduct. The Wolves support and adhere to the AFL Sydney League Code of Conduct and the general NSW AFL Code of Conduct;
- (b) sets out in more detail a clear set of expectations and behaviour for the Wolves Community and further outlines behaviour that may be considered to be “wilfully prejudicial to the interests” of the Wolves Club (*section 11(1)(b), Constitution*); and
- (c) aims to provide guidance to the Wolves Community as to the process that should be followed in the event of any alleged breach of this Code of Conduct.

1.4. The Wolves Committee strives to resolve any Complaint with respect to breach of this Code in a timely and productive manner, to the satisfaction of the members, the Committee and the broader Wolves Community.

2. Who does this Code Apply to?

2.1. This Code of Conduct applies to all Wolves:

- (a) Players;
- (b) Coaches;
- (c) Committee Members;
- (d) Officials;
- (e) Volunteers;
- (f) General, Life and Financial Members of the Wolves; and
- (g) Supporters.

(together referred to as the “**Wolves Community**” in this Code of Conduct).

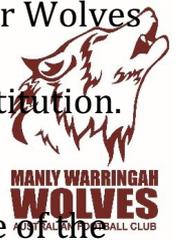
3. When Does this Code of Conduct Apply?

3.1. This Code of Conduct applies at all times:

- (a) at any Sydney AFL League game.
- (b) at any formal or informal Wolves training session or whenever a Wolves player is training in Wolves Apparel.
- (c) at any Club sanctioned event or at any official sponsor premises.
- (d) at any Wolves ‘after match’ gathering.
- (e) whenever official Wolves business is being conducted (eg sponsorship meetings, meetings with the League or Council etc) or with respect to committee members, at any meeting between two or more Committee members (“**Official Club Business**”); or



- (f) any other instance as identified in this Policy or in any other Wolves Policy (eg the Wolves Electronic and Media Policy) or Constitution.



3.2. This Code of Conduct also applies to conduct occurring outside of the circumstances described in clause 3.1 where such conduct:

- (a) impacts the safety or wellbeing of any member of the Wolves Community;
- (b) is inconsistent with the Club Values or the social causes which the Wolves promote internally and externally. For example, engaging in conduct involving violence, coercive control, abuse, harassment or intimidation in any setting, including in personal or domestic relationships, is inconsistent with our Club Values, particularly given our Anti Violence mission;
- (c) brings or is likely to bring the Club, the League or the game into disrepute; and/or
- (d) undermines the integrity or reputation of the Wolves.

4. Conduct Expected of All Wolves Players

4.1. The Club expects that all Wolves Players will not wilfully act in a manner that is prejudicial to the interests of the Club (*section 11(1)(b), Constitution*). Conduct considered conduct to be prejudicial to the interests to the Club by a Player includes:

- (a) Not playing by the Rules. All Players must abide by this Code of Conduct, all Wolves Policies, the AFL Sydney League and NSW AFL Code of Conduct and the Laws of Australian Football.



- (b) Inappropriate conduct towards any player, coach or official which includes:
- (i) bullying of any type;
 - (ii) sexual harassment, discrimination or unacceptable intimidation (including violent, threatening, abusive behaviour) of any type.; and/or
 - (iii) making in public, or posting, derogatory or offensive remarks that relate to the Club. These may include derogatory or offensive remarks based on gender, race, religion or ability, that relate to the Club.

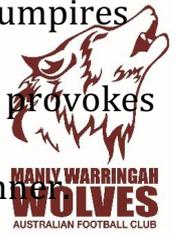
Such behaviours are inappropriate and in direct contradiction of the Wolves' culture, the culture of the AFL / AFLW and its affiliated Leagues.

- (c) Engaging in unsportsmanlike behaviour. All Players are expected to:
- (i) demonstrate good sportsmanship and treat all Wolves and opposing Club players, coaching and support staff and AFL officials (including umpires and ground management) with respect; and

(ii) display modesty in victory and graciousness in defeat.

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- (d) Not respecting nor following the directions of the Captain, (on field) coaching staff, umpires, match officials and other club officials at all times.
- (e) Not accepting the Umpire's decision or behaving in derogatory behaviour or make derogatory statements towards the Umpires.
- (f) Engaging in verbal abuse, sledging, bullying, verbal, sexual or physical violence, or the deliberate distraction or provocation of other players or officials including Umpires.
- (g) Disrespecting the facilities (including the Club grounds, Clubhouse, change rooms and canteen), and equipment of the Wolves, the ALF Sydney League and opposing Clubs. All Players shall ensure that the Club grounds, Clubhouse, change rooms and canteen, and the equivalent areas of opposing Clubs are kept clean, are not damaged (with any damage being reported to the Operations Manager immediately) and are kept secure after games, training and other use.
- (h) Engaging in individual or collective behaviour that may reasonably be regarded by spectators or the community (for example, if the behaviour is outside of the game or ground) to be offensive or which would necessarily bring the game or the Wolves into disrepute. This includes engaging in abusive behaviour, swearing at or in the vicinity

of others, sledging players, coaches, AFL officials including umpires and/or engaging in behaviour that deliberately distracts or provokes an opposing player to behave in a violent or disorderly manner.



- (i) breaching any of the other Wolves Policy or its Constitution.

5. Obligations of all Non Playing Members of the Wolves Community at AFL Sydney Games, training or at Club Sanctioned Events

5.1. All Members of the Wolves Community at AFL Sydney Games or at Club sanctioned events are expected to not “wilfully act in a manner that is prejudicial to the interests of the Club” (*section 11(1)(b), Constitution*).

Conduct considered to be prejudicial to the interests to the Club by a Members of the Wolves Community includes:

5.2. Inappropriate conduct which includes:

- (a) bullying of any type;
- (b) sexual harassment, intimidation or discrimination; and/or
- (c) making in public, or posting, derogatory or offensive remarks based on gender, race, religion or ability.

Such behaviours are inappropriate and in direct contradiction of the Wolves’ culture, the culture of the AFL / AFLW and its affiliated Leagues.

5.3. Engaging in verbal abuse, sledging, bullying, verbal, sexual or physical violence, or the deliberate distraction or provocation of other players or officials including Umpires.

5.4. Disrespecting the facilities (including the Club grounds, Clubhouse, change rooms and canteen), and equipment of the Wolves, the AFL Sydney League and opposing Clubs. All Players shall ensure that the Club grounds, Clubhouse, change rooms and canteen, and the equivalent areas of opposing Clubs are kept clean, are not damaged (with any damage being reported to the Operations Manager immediately) and are kept secure after games, training and other use.



5.5. Breaching any of the other Wolves Policy or its Constitution.

5.6. All Members of the Wolves Community are expected to support Club's players and be courteous and polite with respect to the opposition, game officials and volunteers at each Wolves game.

5.7. All Members of the Wolves Community are expected to welcome and support new players, potential new players, new members and new sponsors to the Club. It is each of our responsibility to ensure that each and every person who is considering joining the Club is made to feel welcome and valued.

COMPLAINT PROCESS



6. On Field Conduct

6.1. All Complaints should be made to the Captain who is entrusted to decide on all matters of **dispute** that may arise in field of play after full consultation with the team Coach (*section 46, Constitution*).

6.2. The Captain is required to inform the Director of Football, Coach and Committee after the occurrence in the field of any act of disobedience, bad language, or unseemly conduct of any player calculated to lower the dignity of the Wolves (*section 47, Constitution*).

6.3. Any player, or players, disobeying the orders of the Captain, which on the field or using abusive or bad language shall be dealt with as the Director of Football and Committee may determine (*section 47, Constitution*).

7. Off Field Behaviour

7.1. All Complaints of breach of this Code, other relevant policies of the Wolves, or the Constitution that a member has:

- (a) wilfully acted in a manner prejudicial to the interests of the Club; or
- (b) has refused or neglected to comply with a provision or provisions of the Wolves Constitution,

should be made to any member of the Committee ("**Off Field Complaint**") (*section 46, Constitution*).

7.2. The Committee may refuse to deal with a Complaint if it considers the Complaint to be trivial or vexatious in nature (*section 11(2), Constitution*).



7.3. If the Committee decides to deal with the Complaint it must:

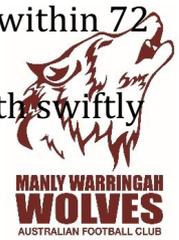
- (a) Refer it to the relevant Wolves Dispute Resolution Panel ("**Panel**") (*section 11(3)(a), Constitution*).
- (b) Cause notice of the Complaint to be served on the member concerned (*section 11(3)(b), Constitution*) for example provide the relevant member with notice detailing the reasonable details of the alleged infringement and notice of possible sanctions.
- (c) Must give the member at least 14 days from the time the notice is served within which to make submissions to the committee in connection with the complaint (*section 11(3)(c), Constitution*), and
- (d) Take into consideration any submissions made by the member in connection with the complaint (*section 11(3)(d), Constitution*).

7.4. The Panel is a Panel established by the Wolves Constitution. It is made up of the President, the Vice-President, the Secretary and the Football Director or as the Committee as agreed from time to time.

7.5. In the event that any Complaint is made against a member of the Panel, that member shall not sit on the Panel or the Committee for the purposes of hearing and dealing with that Complaint.

7.6. While not required by the Constitution ideally:

- (a) Complaints shall be made as soon as possible (and ideally within 72 hours) to the Committee so that the matter can be dealt with swiftly and appropriately.
- (b) with respect to Complaints about any player, that resolution of the Complaint should ideally be undertaken before their next scheduled match.



7.7. Interim Protective Measures

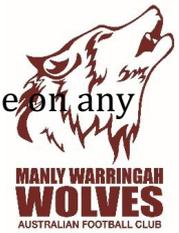
- (a) Where credible information is received concerning serious misconduct, including alleged violence, the Committee may impose an interim suspension or stand-down pending determination of the complaint.
- (b) Such interim suspension is protective in nature and is not a finding of guilt.

Interim suspension remains in effect notwithstanding any appeal rights a Member may have under clause 10.

8. Matters relevant to the consideration of whether a person has “wilfully acted in a manner prejudicial to the interests of the Club”

8.1. Matters relevant to the consideration of whether a person has “wilfully acted in a manner prejudicial to the interests of the Club” and any sanction if the Committee is satisfied that the facts alleged in the complaint have been proved include:

- (a) the seriousness of the alleged conduct;
- (b) the seriousness of the impact of the alleged conduct or issue on any victim;
- (c) the impact of the alleged conduct (for example, on an individual, a Club level and/or at a wider community level);
- (d) the views of any victim of the alleged conduct;
- (e) whether the relevant member has been accountable, transparent, honest and remorseful with respect to their behaviour;
- (f) the number of players or teams affected;
- (g) whether appropriate temporary measures are available or appropriate;
- (h) the need for deterrence of such conduct from both an individual and broader perspective;
- (i) whether any investigation is being undertaken or sanction has been imposed by any other third party, including AFL / AFLW Sydney.



9. Domestic Violence and Other Criminal Matters

9.1. Where a Member:

- (a) is charged with a criminal offence involving violence;
- (b) is subject to an Apprehended Violence Order (AVO); or
- (c) is alleged to have engaged in domestic or family violence; or
- (a) Is alleged to have engaged in other serious and inappropriate behaviours not in keeping with the Wolves values,

the Club may take disciplinary action under this Code regardless of whether court proceedings have concluded.



10. Powers of the Club and Sanctions for Breach of this Policy

10.1. If, after considering the complaint and any submissions made in connection with the complaint, the Wolves Dispute Resolution Panel is satisfied that the facts alleged in the complaint have been proved has been established, it will refer it to the Committee and if so satisfied, the Committee may, by resolution, may expel the member from the Club or suspend the member from membership of the Club if it is satisfied that the expulsion or suspension is warranted in the circumstances (*section 11(4), Constitution*).

10.2. Any member who shall be found guilty of such conduct as shall, in the opinion of the Committee, render such member of the Club unfit to continue a member, may be expelled from the Club by the Committee (*section 11(5), Constitution*).

10.3. The Committee or any member of the Committee may also refer any complaint to the police or the AFL if it considers appropriate.

10.4. Otherwise by agreement with the relevant member it may impose the following minimum sanctions:

Minimum Sanctions

On Field –

- Violent, threatening, abusive or unacceptable intimidating behaviour towards other players, teams, coaches, match officials or support staff – minimum sanction - suspension of membership - 2 weeks
- Bullying or sexual harassment – suspension of membership – 1 week
- Not accepting the direction of the Captain, coach, umpires or match officials – suspension of membership – 1 week



Off Field –

- Abuse of player, coach, official (including ground management and umpires) or spectator – minimum sanction - suspension of membership - 2 weeks
- Violent, threatening, abusive or intimidating behaviour to a person on or off the ground – minimum sanction - suspension of membership - 2 weeks
- Damage or disrespectful conduct with respect to Club facilities or grounds - minimum sanction - suspension of membership - 2 weeks
- Inappropriate behaviour as a result of excessive alcohol consumption - minimum sanction - suspension of membership - 2 weeks

- Behaviour that infringes or breaches the Wolves Liquor license
– minimum sanction - suspension of membership - 4 weeks
- Inappropriate social media use – minimum sanction -
suspension of membership - 1 week



10.5. In addition to or instead of suspension or expulsion, the Committee may impose conditions on continued participation, including:

- (a) attendance at anger management or behavioural change programs.
- (b) domestic violence awareness education.
- (c) counselling;
- (d) written undertakings as to conduct;
- (e) compliance with court orders.

11. Process Imposing Suspension or Expulsion and Appeal against Expulsion



- 11.1. If the Committee expels or suspends a member, the Secretary must, within 7 days after the action is taken, cause written notice to be given to the member of the action taken, of the reasons given by the Committee for having taken that action and of the member's right of appeal ("**Notice**") (*section 11(6), Constitution*).
- 11.2. The **expulsion or suspension does not take effect**:
- (a) until the expiration of the period within which the member is entitled to appeal against the resolution concerned, or
 - (b) if within that period the member exercises the right of appeal, unless and until the Club confirms the resolution, whichever is the later.
- 11.3. Any member **expelled** may, within one month of the expulsion, appeal against the decision of the Committee to a Special General Meeting of the Club to be called as set out in the Constitution (*section 11(5), Constitution*).
- 11.4. A member may appeal to the Club in the general meeting against a resolution of the committee, within one month after notice of the resolution is served on the member, by lodging with the secretary a notice to that effect. The notice may, but need not, be accompanied by a statement of the grounds on which the member intends to rely for the purposes of the appeal (*sections 12(1) and (2), Constitution*).

11.5. On receipt of a notice from a member, the secretary must notify the Committee that is to convene a Special General meeting of the Club to be held within 28 days after the date on which the secretary received the notice (*sections 12(3), Constitution*).



11.6. At the Special general meeting of the Club convened:

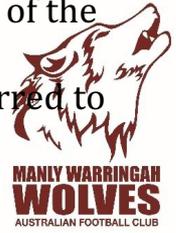
- (a) no business other than the question of the appeal is to be transacted (*sections 12(4)(a), Constitution*); and
- (b) the Committee and the member must be given the opportunity to state their respective cases orally or in writing, or both, (*sections 12(4)(b), Constitution*); and
- (c) the members present are to vote by secret ballot on the question of whether the resolution should be confirmed or revoked (*sections 12(4)(c), Constitution*).

11.7. The appeal is to be determined by a simple majority of votes cast by members of the Club (*sections 12(5), Constitution*).

12. Resolution of other disputes

12.1. A dispute between a member and another member (in their capacity as members) of the Club, or a dispute between a member or members and the Club, are to be referred to the Club's Dispute Resolution Panel. If the dispute remains unresolved, the dispute is to be referred to a community justice centre for mediation under the *Community Justice Centres Act 1983*.

12.2. If a dispute is not resolved by mediation within 3 months of the referral to a community justice centre, the dispute is to be referred to arbitration.



12.3. The Commercial Arbitration Act 1984 applies to any such dispute referred to arbitration. If a dispute proceeds to arbitration, the party making such application must establish the capacity to pay the costs of the Arbitration. Such arbitration shall, absent agreement between the parties be conducted pursuant to the rules of LEADR – Association of Dispute Resolvers and nomination of the Arbitrator shall be made by the Chairperson of LEADR.

13. Agreement to Comply with this Code of Conduct, other Wolves Policies, and the Constitution and Consequences of Breach of this Code of Conduct

13.1. By being a member of the Wolves Community I agree to adhere by this Code of Conduct, and that of the AFL and AFLW Sydney League and AFL.

13.2. I understand that if I do not follow this Code of Conduct I may be subject to disciplinary action which may include any one of the following sanctions:

- (a) I may be required to appear before the Wolves Dispute Resolution Panel.

- (b) I may be required to apologise to the person(s), Club(s) or Official(s) adversely or negatively affected by my behaviour.
- (c) I may be given a formal warning.
- (d) I may be subjected to a period of suspension from playing, coaching or attending games.
- (e) I may be subjected to other minimum sanctions as set out in this Code of Conduct.
- (f) I may be removed or required to stand down from any Committee, Coaching, Player Leadership Group position, formal Wolves Group or other volunteer position at the Wolves.
- (g) I may be required to pay / contribute to any fine imposed by a third party eg AFL Sydney, the NSW Police or local Council.
- (h) I may be required to pay for the repair of any damage to any Club facility (whether Wolves or otherwise) as relevant.
- (i) I may be expelled from the Wolves.



*For the strength of the pack is the wolf,
And the strength of the wolf is the pack.*