
Whitehorse United Soccer Club will adhere to the Football Victoria Code of Conduct guidelines as follows.



PLAYERS CODE OF CONDUCT

Overview

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

All players must abide by this Code of Conduct and demonstrate behaviours that promote a welcoming environment within our sport.

Responsibilities

1. Participate for your own enjoyment and benefit.
 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 criticise other participants. They are all trying their best.
 8. Cooperate 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 match officials.
 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 match official at the end of the game.
 13. If you feel unsafe or uncomfortable at your club speak to someone you trust.
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COACHES & TEAM MANAGERS CODE OF CONDUCT

Overview

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

All participants in 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.
3. Remember that children play for 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 Match Officials, including by respecting decisions by Match Officials.
7. Ensure that equipment and facilities meet a reasonable safety standard and are 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 their return 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 encourage with appropriate, positive and supportive feedback.
15. Remember the actions of yourself and your team is reflective of the perception others take away with them.



ADMINISTRATORS/COMMITTEE CODE OF CONDUCT

Overview

All participants in our sport have a responsibility to promote respect and good behaviour to ensure WUSC 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 WUSC, and the sport.
2. Respect the rights and worth of every person associated with WUSC, 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 WUSC's members above on-field success.
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 WUSC, and its legislative requirements.
8. Respect the equipment and resources of WUSC and only use these in Club-related business.
9. Refrain from smoking and excessive use of alcohol at WUSC.
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 emphasises 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 WUSC in a professional manner.



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SPECTATORS & PARENTS CODE OF CONDUCT

Overview

All spectators of our game have a responsibility to promote respect and good behaviour to ensure WUSC, and our game are free from all forms of bullying and abuse.

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

Responsibilities

All spectators attending a match or otherwise involved in any activity staged or sanctioned by FA, 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 and officials.
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.
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; and/or
 - 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 WUSC and the code of football generally.

Any person who does not comply with this Spectator Code of Behaviour or who in the opinion of WUSC 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 a ban order against them may be charged with trespass and subject to further penalties and sanctions, including the possibility of legal action.



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GROUND MARSHALLS CODE OF CONDUCT

Overview

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

As leaders on match day, Ground Marshalls must demonstrate the behaviour that they expect players, coaches, and spectators to follow to establish a good quality, safe and enjoyable 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 and spectators, 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 safety and welfare of all participants before WUSC 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.

SMOKE FREE POLICY



The Whitehorse United Soccer Club recognises that passive smoking is hazardous to health and those non-smoking club members and visitors have the right to be protected from exposure to tobacco smoke. Accordingly, the following policy shall apply to all club facilities, functions, meetings and activities undertaken by the club and will apply to all members, officials, players and club visitors.

Facilities

All club facilities are to be completely smoke free and shall include:

- The social rooms inclusive of bar, kitchen, meeting room, toilets and storage area
- Player change rooms inclusive of warm up area, toilets and showers, medical room and property room.
- Cigarettes will not be sold (including vending machines) at any time at or by the club.

Players, Officials & Coaches

Coaches, players, trainers, volunteers and officials will refrain from smoking and remain smoke free while involved in an official capacity for the club, on and off the field.

Functions

All club functions including social and fund raising events and meetings are to be completely smoke free:

- Ashtrays have been removed from all club facilities.
- Cigarette butt bins will be provided at outdoor locations for smokers to dispose of cigarette butts before entering/re-entering smoke free areas at club facilities
- Smokers leaving the designated licensed area of the clubs social rooms will not be permitted to take alcohol from that area.

All club functions held away from the club facilities are to be completely smoke free and shall require an assurance from the venue management of compliance with the club policy before a booking is confirmed by:

- Removing all ashtrays from venue where function is to be held
- Enforcing a smoke free policy during the function
- Not selling cigarettes (including vending machines) at any time during the function.
- Invitations and advertising for all functions, meetings and events will be promoted as smoke free.

Non-compliance

All club committee members will enforce the smoke free policy and any non-compliance will be handled according to the following process:

- Explanation of the club policy to the person/people concerned, including identification of the areas in which smoking is permitted
- Continued non-compliance with the policy should be handled by at least two committee members who will use their discretion as to the action taken, which may include asking the person/ people to leave the club facilities or function.

Policy Promotion

The club will promote the smoke free policy regularly by:

- Putting a copy of the policy in club newsletters, notice boards, website and printed member/player information
- Displaying a copy of the policy in the club social rooms
- Periodic announcements to members at functions.

The club recognises the importance of educating club members, particularly players, of the benefits of implementing a smoke free policy and will endeavour to provide information to assist this process.

Policy Endorsed: 05 / 03 / 2024

By the Whitehorse United Soccer Club Committee of Management

Review Date: March 2025.

COMMUNICATION POLICY



Our commitment

Electronic communication is essential for sharing club news and information with our members. Our communication will be timely, appropriate and related to club business.

What we will do

We use a range of electronic tools to communicate with our members.

Our communication will protect members' privacy, maintain clear boundaries and ensure that bullying and harassment does not occur.

A webmaster will be appointed to provide accountability and control over material published on our club's website and any related discussion groups or social media websites, such as Facebook and Instagram.

Website

- Our website will include current information on competitions, social events, committees, policies, constitution, rules and by-laws.
- No offensive content or photos will be published.
- If we intend to publish a photo of a child, we will first seek permission from his or her parents and take care not to provide identifying information.
- We will seek feedback from members to improve the information available on the site.

SMS, WhatsApp and email

Committee members, coaches and team managers may use SMS, WhatsApp groups or email to provide information about competition, training, club-sanctioned social events and other club business, however:

- SMS messages should be short and about club/team matters
- Email communication will be used when more information is required
- Communication involving children will be directed through their parents.

Social Media website

- We treat all social media postings, blogs and status updates as public 'comment'.
 - Postings (written, photos or videos) will be family-friendly and feature positive club news and events.
 - No personal information about our members will be disclosed
 - No statements will be made that are misleading, false or likely to injure a person's reputation.
 - No statements will be made that might bring our club into disrepute.
 - Abusive, discriminatory, intimidating or offensive statements will not be tolerated. Offending posts will be removed and those responsible will be blocked from the site.
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What we ask you to do

We expect our members to conduct themselves appropriately when using electronic communication to share information with other members or posting material on public websites connected to the club.

Electronic communication:

- should be restricted to club matters
- must not offend, intimidate, humiliate or bully another person
- must not be misleading, false or injure the reputation of another person
- should respect and maintain the privacy of members
- must not bring the club into disrepute.

Coaches and others who work with children and young people must direct electronic communication through the child's parents.

Non-compliance

Members may face disciplinary action for sending inappropriate electronic communication or posting online content or comments that harass, offend, intimidate or humiliate another member, as outlined in our member protection policy or code of conduct.

Under certain circumstances, cyber bullying (e.g. bullying that is carried out through an internet service such as email, a chat room, discussion group, instant messaging or website) is a criminal offence that can be reported to the police.

In addition, members who publish false or misleading comments about another person in the public domain (e.g., Facebook, YouTube or Instagram) may be liable for defamation.

Policy Endorsed: 05 / 03 / 2024

By the Whitehorse United Soccer Club Committee of Management

Review Date: March 2025.

FEES POLICY



Rationale

The Fees Policy provides the rationale for the collection of player fees to support the financial viability of the Club. It establishes a fee structure based of the costs to the Club and the financial requirements needed to sustain each team in each respective division/association.

Context

Whitehorse United Soccer Club, operates as a not-for-profit entity in support of the core purpose of providing a place for people to play soccer in the Vermont South community. As part of delivering on the Club's core purpose, fees are the primary income stream, supplemented by sponsorship and fundraising efforts to enable the Club to remain financial viable.

Implementation

The Club assigns player fees each season and relies on the payment of these fees to remain financially viable. Player registration fees (the amount) are reviewed annually. The Club endorses the implementation of player registration fees to recoup costs associated with:

- Player registration with the Association (inclusive of any FV or FFA levies, where relevant),
- Team Registration with the Association (inclusive of any FV or FFA levies, where relevant),
- Payment of match officials,
- Payment of Council Lease Agreement fees, inclusive of lighting, etc.
- Provision of a player uniform/kit (inclusive of shorts, socks and for juniors, a top),
- Payment of Coaches and Supporting Staff,
- Provision of training equipment,
- Provision of other, non-football related equipment,
- Club administration costs,

Player registration fees at Whitehorse United SC for Season 2024 will be:

- VCFA Men - \$250.00
- FV Senior Men (Inc U21) - \$400
- FV Juniors (U12-U18) - \$580.00[^]
- Minirooms Competition (U7-U11) - \$400.00
- Minirooms Kick-off - \$220.00

[^] a sibling discount applies for FV Juniors (note not Minirooms). A second and subsequent child/ren receives a \$50 discount (ie \$530).

Non-payment of fees

The Club aims for a 100% payment of all player registration fees. The Treasurer, along with the Senior and Junior Coordinator's will follow up with all players/families for whom a player registration fee remains outstanding. The Club can dis-endorse the registration of a player for failing to pay the required player registration fee (or for Breaches of the Player Code of Conduct). Disendorsement, is an absolute last step and would only occur where:

- Player Registration Fee has not been received by 15 May in the current active season, and
 - The Player (or parent in the case for Juniors) has not made, or kept to an agreed payment Plan, and
 - The Player (or parent in the case for Juniors) has made no response to the communication sent on behalf of the Treasurer.
 - If the above process has been followed a Player Disendorsement will occur by 15 May in the respective season.
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Reasons for which the Club will forego a Player Registration Fee:

The Club values the off-field contribution from players and their families to the running of the Club and it is in the following situations where a player's registration fee (or part of the fee) may be waived:

- The player (or the parent of a player) coaches a junior team. Each team is eligible for one registration fee waiver. If a team has more than one coach, it is at the coaches discretion as to how that fee is distributed.
- The player (or parent of the player) is a coach of one of the Club's senior teams (does not apply to specialist (ie goal-keeping) coaches unless authorised by the Club).
- The player (or parent of a player) coordinates or coaches within the Miniroos / Kick off team / program.
- The player (or the parent of a player) is accepted as a Committee member to the Club.
- The player (or parent of a player) is an active sponsor to the Club.
- The player (or the parent of a player) is actively engaged on the Club's Events and Social Committee (or sub-committee, where relevant and by discretion of the Treasurer).
- The player is a life-member of the Club.
- The player has requested fee support due to extreme hardship (see below)

Request for Hardship

The Club recognises that for some players/families the costs required to play can be significant. To apply for hardship the player must make contact with the Treasurer, Junior Coordinator or Senior Coordinator and:

- be an existing health care card holder,
- be unable to assist at the club in any of the above off-field contributions,
- make an initial financial contribution by 29 March and agree to a payment plan,
- Complete at least 70% of the full registration by 15 May for the current active season.

If these circumstances are met the remainder of the player's registration fee may be waived. In cases of extreme hardship, where the above criteria is met and the player or family is also unable to find work, volunteer at the Club or is injured, ill or has a disability then, at the discretion of the Treasurer a full player registration fee may be waived.

Individual Player Sponsorship

In Season 2020 the Club implemented the option for Individual Sponsorship, where a company or business can pay the registration for a player and receive a small amount of exposure on the Club's official webpage. Individual sponsorship can assist players who may be students, self-employed or otherwise facing hardship but do not qualify for the Club's hardship criteria. This is open to all senior players at the Club providing the proposed sponsor is:

- Not an existing competitor to the Club's Main Sponsor/s,
- Not an existing sponsor of one of the Club's Senior Competitors (FV or VCFA)
- Not involved in the gambling, alcohol, tobacco or sex industry.
- Paying the entire player registration fee upfront by the 31 March deadline.
- Not expecting any more than an acknowledgement on the Club's Official Website.

Exceptional Circumstances

To respond prudently in exceptional circumstances the Committee of Management of the Whitehorse United Soccer Club reserve the right to amend it's refund policy without notice.

Policy Endorsed: 05 / 03 / 2024

By the Whitehorse United Soccer Club Committee of Management

Review Date: March 2025.

EVENTS POLICY



Rationale

The Events Policy is intended to provide a guide to support the implementation of socially inclusive and financially viable club events. It sets a guide for the reach and breadth of an event and whether the event requires committee endorsement.

Context

Whitehorse United Soccer Club, operates as a not-for-profit entity in support of the core purpose of providing a place for people to play soccer in the Vermont South community. As part of delivering on the Club's core purpose, events play an integral part in building the social fabric and financial viability of the Club.

Implementation

The Club endorses the implementation of two types of events:

- Essential, mandated or intended to support or celebrate the core functions of the Club.
- Secondary, intended to supplement the core functions of the club through either building social cohesion and/or generating funds to maintain the Club's financial viability.

Essential Events:

All essential events are planned at the committee level and implemented as part of the annual events calendar and managed by the Events Coordinator. These events require significant volunteer and or financial commitment and thus require all of committee endorsement. Essential events may be held on site at Terrara Park or externally with an expense borne by the club. Essential events are not intended to generate a profit but must not incur a loss.

The Club endorses the following Essential events in 2024:

- Annual General Meeting,
- Kit Launch & Family Day / Kit Collection Day,
- Senior Presentation Night / Junior Presentation Day.

It is essential for planning purposes that the Events Coordinator is aware of the number of people expected to attend the essential events and the price incurred (per head) for each attendee (including meals, medals and or trophies if relevant).

Secondary Events:

Secondary events, generally occur in two types.

- Fundraising events: These require the endorsement of the committee, a fundraising goal as well as a budget endorsed by the Treasurer. All funds raised via club fundraisers are directed into general revenue unless clearly articulated otherwise (i.e. a specific fundraising goal).
- Social events either at whole of club, Senior/Junior or even at team level are proposed to and endorsed by the club's Events Coordinator so as to avoid conflict with essential events. All club social events need to be proposed to the Events Coordinator to avoid conflicting with the Club's essential events and to avoid double-booking the Club's social room.
 - » Social events are not underwritten by the club but by the participants coordinating the event. ie a Team Manager arranging a pizza night will anticipate costs, collect from all people participating and pay the pizza shop themselves. If the event is held at The Stable all alcohol sales must comply with the Club's liquor license.

All participants and attendees of club events are reminded of their role in upholding the values and expectations of Whitehorse United Soccer Club and represent the Club accordingly. If any player/s or attendee/s of a Club function damages property, incurs an event debt or otherwise brings the Club or it's reputation into disrepute they may be personally liable for any expenses incurred.

Policy Endorsed: 05 / 03 / 2024

By the Whitehorse United Soccer Club Committee of Management

Review Date: March 2025.
