



GENERAL RESPONSIBILITY OF PLAYERS

Players registered with Canberra Olympic FC must agree to abide by all specific player responsibilities as contained in the COFC Handbook. They must also agree to abide by all rules and regulations as contained in the COFC Handbook.

Club Respect

Each registered player of the Club is expected to adhere to the Objectives and Code of Conduct of the Club and have respect for The Club, Club officials and themselves. All players must wear their official merchandise that is given to the players by the Club at official commitments which includes Match Day. Should the players be dressed in Official Club Merchandise outside of official commitments, then the code of conduct must be maintained. If a player is not in appropriate attire they will be required to provide an explanation to the Team Manager for resolution of the situation. (See Section 3 – Club and team Objectives for detailed explanation).

Performance

Club players are expected to perform to the best of their ability each week and abide by the decisions of the Team Coach with respect to team selection, selection of reserves, substitutions and other instructions issued by the respective Team Coach.

Training

Club players are expected to train on all occasions as determined by the respective team coach. They are to arrive on time and treat training with the same dedication as they would a competition match.

It is expected that any player who cannot attend a training session will notify the coach in advance.

At the discretion of the Head Coach and Team Managers, players who fail to attend training sessions, or are late to training sessions without reasonable explanation, may be fined up to 20% of any of that week's match payment, per training session. Players may also be excluded from any future games.

Player Payments

At the commencement of each season the Club Executive Committee may decide to make player payments to Premier League players. The amount of such payment will be determined by the Senior Player Representative, the Canberra Olympic FC Executive Committee, and the respective Premier League Coach and offers will be made to each individual player. Each player will

then be expected to sign a contract with the Club.

- Player Responsibility** The player agrees to play for Canberra Olympic FC, under the following conditions:
- to play for the team I am selected in by the respective Canberra Olympic FC coach/ representative;
 - agree to abide by all player responsibilities as contained in detailed within the Canberra Olympic FC handbook;
 - agree to abide by all rules and regulations as contained in detailed within the Canberra Olympic FC handbook; and
 - understand that a players registration may be terminated with immediate effect by the Canberra Olympic FC committee, should their actions both on and off the field bring the club into disrepute and go against the player responsibilities as stated on the Canberra Olympic FC handbook.
- Player Discipline** All Club players, particularly those who are receiving match payments, are expected to conform to a high standard of behaviour and pay due regard to the Club and Capital Football's Code of Conduct.
- Contracted Players - Financial Penalties** The Club may impose financial penalties on contracted players as a disciplinary measure for infringements of the Code of Conduct, tardiness in attendance at training; poor attitude during training and matches, and failure to appear in the Club merchandise provided to the player, etc. Such penalties may be discussed between the respective Premier League Coaches, Senior Player Representative and the Canberra Olympic FC Executive Committee. Players will be consulted prior to any action being taken to impose such a penalty. The amount of any penalty will not exceed the amount of match payment for one match, unless the offence is considered sufficiently serious to warrant a higher penalty.
- Grievances** Any player who has a grievance with his/her team Coach or Manager is encouraged to forward their concern/ s to the Canberra Olympic FC Executive Committee through their team's captain or the nominated Senior Player Representative.
- Hellenic Club Membership** All registered players over the age of 18 must be members of the Hellenic Club of Canberra.

Printed name

Signature

Date



CODE OF CONDUCT

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1. APPLICATION AND SCOPE

- 1.1 This Code of Conduct aims to promote and strengthen the reputation of football in Australia by establishing a standard of performance, behaviour and professionalism for its participants and stakeholders. In addition, it seeks to deter conduct that could impair public confidence in the honest and professional conduct of Matches or in the integrity and good character of its participants.
- 1.2 This Code:
- (a) forms part of the FFA Statutes and applies to the conduct and behaviour of FFA, Member Federations, Competition Administrators, Clubs, Players, Officials and Agents (**Members**);
 - (b) applies to all forms of organised football under FFA's jurisdiction, including eleven-a-side, modified football, futsal, indoor and beach football;
 - (c) continues to apply to a Member even after that Member's association, registration, employment or engagement has ended, if that Member breached this Code while a current Member; and
 - (d) does not limit or restrict the application of FFA Statutes and, in particular, the National Disciplinary Regulations, Member Protection Policy or Anti-Doping Policy.
- 1.3 This Code of Conduct may be supplemented by additional codes of behaviour or ethics, provided that they are not inconsistent with the terms of this Code.

2. BRINGING THE GAME INTO DISREPUTE

- 2.1 A Member must not bring FFA or the game of football into Disrepute.
- 2.2 Without limiting the generality of clause 2.1, a Member will be taken as having brought football into Disrepute if any of the following occurs:
- (a) discriminatory behaviour, including public disparagement of, discrimination against, or vilification of, a person on account of an Attribute;
 - (b) harassment, including sexual harassment or any unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances;
 - (c) offensive behaviour, including offensive, obscene, provocative or insulting gestures, language or chanting;
 - (d) provocation or incitement of hatred or violence;
 - (e) spectator or crowd violence;
 - (f) intimidation of Match Officials, which may take the form of (but is not restricted to) derogatory or abusive words or gestures toward a Match Official or the use of violence or threats to pressure a Match Official to take or omit to take certain action regardless of where such action is taken;
 - (g) forgery and falsification, including creation of a false document, forgery of a document or signature, the making of a false claim or providing inaccurate or false information on a prescribed form;
 - (h) corruption, including offering a Benefit or an advantage to a Player or an Official in an attempt to incite him or her to violate FIFA Statutes or FFA Statutes;
 - (j) abuse of position to obtain personal benefit;

- (j) commission or charge of a criminal offence; or
 - (k) any other conduct, behaviour or statement that materially injures the reputation and goodwill of FFA or football generally.
- 2.3 A Club is deemed to have committed an offence under this section where its crowd or its spectators have engaged in any of the conduct outlined in clause 2.2.
- 2.4 Players and Officials are entitled to have their privacy respected and this Code is not intended to apply to private activities engaged in by a Player or an Official that are not in the public domain.

3. LIABILITY FOR SUPPORTER AND SPECTATOR CONDUCT

- 3.1 A Club is responsible, and liable, for the conduct and behaviour of its supporters, whether at home or away Matches.
- 3.2 Each patron at a Match must comply with the Spectator Code of Behaviour. It is the host Club's responsibility to ensure this Spectator Code of Behaviour is implemented and enforced against all spectators.
- 3.3 A guest Club is liable for improper conduct among its own group of supporters. Supporters occupying the guest sector of a stadium are regarded as the guest Club's supporters, unless proven to the contrary.

4. BETTING, MATCH-FIXING AND CORRUPTION

- 4.1 A Member must not engage, directly or indirectly, in:
- (a) any bet, wager, gamble or any other form of financial speculation where the relevant person stands to win or gain from the win, draw or loss of any Club competing in a Match;
 - (b) the throwing or fixing of a Match; or
 - (c) any conduct or behaviour intended to unfairly affect the result of a Match, including accepting or agreeing to accept any Benefit connected with or relating to the ability of a Member to exercise control over or influence the outcome of a Match so as to bring about a result other than that which would be achieved in a fair contest between the competing teams.
- 4.2 A Player, an Official and an Agent must not:
- (a) accept bribes through the offer, promise or acceptance of any Benefit in return for violating his or her duties; or
 - (b) provide for a Benefit any information concerning a Club, its team's actual or likely composition, the form or injuries of Players or possible tactics (other than in connection with a bona fide media interview).
- 4.3 A person who is under prosecution for action unworthy of a football management position (especially doping, corruption, forgery etc) or who has been prosecuted for such action in the last 5 years cannot be involved in football management, including as an Official or an Agent.

- 4.4 A Member must immediately report to FFA or a Member Federation any offer of a bribe or any attempt by a person in breach of this clause 4.

5. DISPARAGING MEDIA STATEMENTS

- 5.1 A Member must not make any statement in public, including any contribution to television, radio or print media that:

- (a) is disparaging or derogatory of a Match Official, opposition team or any Player or Official;
- (b) is disparaging or critical of FFA, or any FFA Statute or FFA policy decision, without reasonable basis or justification; or
- (c) comments on any matter the subject of a current hearing before the Match Review Panel, Disciplinary Committee or the Appeals Committee.

- 5.2 Where a statement made by an Official or a Player which, in the absolute opinion of the Football Administrator, constitutes a breach of clause 5.1, the Club is subject to sanction under this Code, independent of any sanction a Football Administrator has chosen to impose against the Official or Player who made the statement.

- 5.3 A Member must not make or issue any public or media statement or release that incorporates a reference to FFA or an FFA property, such as the A-League or a national team, without FFA's prior written consent.

6. RESPONSIBILITIES OF PROFESSIONAL PLAYERS, REPRESENTATIVE PLAYERS & OFFICIALS

- 6.1 Professional Players, Representative Players and Officials are the public face of football in Australia and so their behaviour is subject to greater scrutiny. Accordingly, a Professional Player, a Representative Player and an Official must:

- (a) at all times behave in a manner that promotes and upholds the highest standards of integrity, dignity and professionalism;
- (b) comply with any team protocol and procedures, including in relation to alcohol, curfews and inappropriate relationships; and
- (c) not act in a manner contrary to the best interests of the team.

- 6.2 A Club may discipline its Professional Players, Representative Players or Officials in relation to behaviour that relates only to that Player's employment or engagement by that Club, including:

- (a) unexplained absence from a Match or official training session or team meeting;
- (b) failure to wear designated clothing to a team promotion or activity;
- (c) conflicting sponsor brand visible during a team promotion or activity; and
- (d) behaviour that brings the Club into Disrepute, including inappropriate behaviour in public (such as a nightclub brawl).

- 6.3 A Club may impose disciplinary sanctions on a Professional Player in accordance with Part V of the FFA Statutes subject to the following maximum sanctions:

- (a) imposition of a fine not exceeding 50% of 1 week's remuneration (being the Annual Salary paid for the most recent week and Match Payments for the Player's most recent Match);
 - (b) suspension up to a maximum of 2 Matches; or
 - (c) termination of a Standard Player Contract (provided that the Club has already enforced sanctions against the Player on at least 3 separate occasions).
- 6.4 A Club may impose disciplinary sanctions on a Representative Player and an Official in accordance with Part V of the FFA Statutes subject to the following maximum sanctions:
- (a) the imposition of a fine;
 - (b) suspension up to a maximum of 2 Matches; or
 - (c) expulsion from the representative team (provided that the Club has already enforced sanctions against the Player on at least 3 separate occasions).

7. NOTICE AND DISCIPLINARY SANCTIONS

- 7.1 A Football Administrator 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) notice of possible sanctions; and
 - (c) the opportunity to be heard in relation to the issues of infringement and sanction.
- 7.2 The scope and implementation of disciplinary sanctions is as specified in Part V of the FFA Statutes.
- 7.3 The imposition of a sanction is immediate or as otherwise notified by the party imposing the sanction.
- 7.4 If a Member disputes the sanction or purported action taken under this Code that party may appeal in accordance with the Grievance Resolution Regulations provided that it does so within 7 business days of notice of the sanction.

8. DEFINITIONS AND INTERPRETATION

- 8.1 Any terms used but not defined in this Code of Conduct have the meaning given to them in the FFA Statutes.
- 8.2 In this Code:

Attribute means race, colour, religion, language, politics, national or ethnic origin, gender, transgender, sexual orientation, age, marital status, pregnancy or intellectual or physical impairment or any other attribute specified under commonwealth or state legislation.

Benefit means money, gift, advantage, consideration or any other benefit or reward, whether in cash or kind.

Club means any club registered with FFA in accordance with the National Registration

Regulations from time to time. A reference to Club includes a club admitted by:
(a) a Competition Administrator to field a team in a Competition;
(b) a Member Federation to field a representative team in a Competition; or
(c) FFA to field a team in a National League or a National Championships.

Disrepute means any conduct, statement or appearance in public that is damaging to reputation.

FFA Statutes means FFA's statutes as promulgated by FFA from time to time, including its constitution and by-laws and rules and regulations and policies and procedures.

Football Administrator means FFA, a Member Federation, a Competition Administrator or a Club as the case requires.

8.3 If there is any inconsistency between a term of this Code and a term of any Member Federation regulation or any Competition Rule, the term of this Code will govern to the extent of that inconsistency and the inconsistent term is void and of no effect.

8.4 This Code will be interpreted, varied and reviewed in accordance with Part IX of the FFA Statutes.

9. ENFORCEMENT

This Code of Conduct comes into force on 1 January 2007 and any amendments made to the Code of Conduct come into effect immediately upon promulgation of such amendments by FFA.