



Vilification & Discrimination Policy

GORDON FOOTBALL & NETBALL CLUB INC.

The Gordon Football & Netball Club has adopted this policy in line with:
AFL National Vilification & Discrimination Policy

To view full policy visit: <http://www.afl.com.au/policies>

Policy Statement

The Australian Football League (**AFL**), State and Territory Bodies that are affiliated with the AFL (**Affiliated State & Territory Bodies**) and leagues and bodies that are affiliated with (or licensed by) Affiliated State & Territory Bodies (**Community Bodies**) are committed to fostering and maintaining a sporting environment which promotes understanding, accepts the unique differences of all persons affiliated with or interested in Australian Football, and recognises the need to prohibit certain discriminatory or vilifying conduct. This document establishes the means of redress for members who are aggrieved by what they reasonably consider to be vilification or discrimination based on their individuality

Application & Scope of Policy

Affiliated State & Territory Bodies and Community Bodies are bound by applicable provisions of State-based legislation as well as the:

- a) *Racial Discrimination Act 1975* (Cth);
- b) *Sex Discrimination Act 1984* (Cth);
- c) *Human Rights & Equal Opportunity Commission Act 1986* (Cth); and
- d) *Disability Discrimination Act 1992* (Cth) (**Legislation**).

This Policy is consistent with the *AFL Rules & Regulations* (specifically Rule 30) and is not in substitution of, the Legislation. This Policy is not in substitution of the *AFL Rules & Regulations* insofar as they apply to conduct within the scope of this Policy. Nothing in this Policy prevents a person lodging a Complaint in relation to vilification or discrimination under the Legislation. In the event a Complaint is made under this Policy the League shall ensure that the parties are informed of their rights.

Prohibited Conduct

No League Participant or Club Official shall engage in conduct which may reasonably be considered to incite hatred towards, contempt for, ridicule of or discrimination against a person or group of persons on the ground of their:

- ☐ race;
- ☐ religion;
- ☐ gender;

- ☐ colour;
- ☐ sexual preference, orientation or identity; or
- ☐ special ability or disability

(Vilification & Discrimination).

No League Participant or Club Official shall engage in conduct which may reasonably be considered to be offensive, abusive, belittling or threatening, or which is otherwise unwelcome and a reasonable person would recognise it as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated (**Harassment**).

Appointment of League Complaints Officer/s & Club Complaints Officer

The League shall appoint a League Complaints Officer/s to ensure that any breach of this Policy is responded to in an equitable and prompt manner in accordance with this Policy.

The League shall ensure that all Clubs have a Club Complaints Officer to whom all vilification and discrimination Complaints are initially directed.

The League Complaints Officer/s is responsible for liaising between Club Complaints Officers, in the case of an Inter-Club Complaint, or with a single Club Complaints Officer, in the case of an Intra-Club Complaint, in an attempt to achieve Informal Resolution of the Complaint.

The Club Complaints Officer and the League Complaints Officer/s shall liaise directly over incidents which in the reasonable opinion of the Club Complaints Officer or League Complaints Officer/s are contrary to Section 4.

Preliminary Resolution Process

In the event that it is alleged that a person subject to section 4.1 or 4.2 has engaged in Prohibited Conduct, a Participant may by 5.00pm on the first working day following the day on which the Prohibited Conduct is alleged to have occurred, or such other time as determined by the League, lodge a Complaint with the Club Complaints Officer.

In the case of an Inter-Club Complaint, the Club Complaints Officer where the Complaint was made shall by 5.00pm on the next working day following the day on which the Complaint was lodged with the Club, lodge the Complaint with the League's Complaints Officer. The Club Complaints Officer shall take no further action once the Complaint has been lodged with the League unless otherwise instructed by the League's Complaints Officer. In the case of an Inter-Club Complaint, the League Complaints Officer/s shall take reasonable steps within the next three (3) days following the day on which the Complaint was lodged with the League Complaints Officer/s to achieve an Informal Resolution if, in the reasonable opinion of the League Complaints Officer/s, the Complaint is capable of an Informal Resolution.

In the case of an Intra-Club Complaint, the Club Complaints Officer shall take reasonable steps within the next three (3) days following the day on which the Complaint was lodged with the Club to achieve an Informal Resolution if, in the reasonable opinion of the Club Complaints Officer, the Complaint is capable of an Informal Resolution. If an Informal Resolution is not achieved or it is reasonably believed that the Complaint is incapable of an Informal Resolution, the Club Complaints Officer shall as soon as is reasonably practicable lodge the Complaint with the League's Complaints Officer. The Club Complaints Officer shall take no further action 6

once the Complaint has been lodged with the League unless otherwise instructed by the League's Complaint's Officer.

In circumstances where in the reasonable opinion of the League Complaints Officer/s a Complaint cannot be resolved by way of Informal Resolution, the League Complaints Officer/s shall proceed to Conciliation in accordance with section 8 below.

Confidentiality and Records

Confidentiality must be maintained throughout the Complaints Process. All parties to a Complaint, the League's Complaints Officer, the Club Complaints Officer, any witnesses and the conciliator must all agree to the maintenance of confidentiality. No person involved in the Complaints Process shall publicly comment on any aspect of the Complaints Process without the prior written agreement of all parties.

The League shall ensure that any documents relating to a Complaint shall remain confidential and be retained for 7 years from the date that the Complaint is made.

Conciliation Process

The League Complaints Officer/s shall make every effort to ensure that confidentiality is maintained at all times during the Complaints Process and that the outcome of the Complaints Process remains confidential. The Complaints Officer shall also refer any breach of confidentiality to the League Tribunal no later than 5pm on the next working day following the day that the breach is discovered, with the Tribunal to be convened within 7 days from the day on which the referral is made;

The League Complaints Officer/s shall:

- (a) ensure the person alleged to have contravened the Policy is informed of the Complaint Process and provide that person with an opportunity to respond to the Complaint;
- (b) inform the President or CEO of the League or his or her nominee that a Complaint has been received by the League Complaints Officer/s;
- (c) obtain statements from any witnesses identified by the parties to the Complaint;
- (d) where available, obtain any other relevant evidence;
- (e) make available to both parties any witness statements or any other evidence obtained in the course of conciliating a Complaint, with an opportunity to comment, as part of the Conciliation process;
- (f) appoint a conciliator to conciliate the Complaint; and
- (g) ensure all steps necessary for the Complaint to be conciliated are taken within 10 working days from the day on which the Prohibited Conduct is alleged to have occurred.

8.3 Participants subject to Conciliation who are under 18 years of age must be accompanied at the Conciliation by a Club Official over 18 years of age.

Investigation

In circumstances where a Complaint is not resolved in accordance with section 8 above, the League Complaints Officer/s may refer the matter to investigation in accordance with the *National Complaint & Investigation Guidelines* (if applicable) if in the reasonable opinion of the League Complaints Officer/s, further investigation is required to resolve the Complaint

The Investigation Officer shall report to the League Complaints Officer/s on any information or evidence obtained in accordance with section 9.1. Any information or evidence obtained by the Investigation Officer and provided to the League Complaints Officer/s shall be provided to all parties to the Complaint as part of the Complaint Process. The Investigation Officer shall otherwise comply with the *National Complaint & Investigation Guidelines* (if applicable).

10 Tribunal Referrals, Process & Appeal

Following an investigation under section 9, if any, or following a failed Conciliation under section 8, the League Complaints Officer/s may refer the Complaint to a Disciplinary Tribunal, constituted in accordance with the *National Disciplinary Tribunal Guidelines* (if applicable), for determination. The League Complaints Officer/s shall take all steps necessary to make a decision about the referral of the Complaint to the Disciplinary Tribunal as soon as is reasonably practicable.

The League shall determine who is responsible for prosecuting the Complaint at the Disciplinary Tribunal.

Where the referral to the Disciplinary Tribunal is made pursuant to section 10.1 of this Policy, the Tribunal will hear the Complaint within 5 working days of the Complaint referral being made.

The Disciplinary Tribunal has the power to order any reasonable penalties or directions for breaches of this Policy as are allowable under the rules and regulations of the League in force at the time of the hearing.

Where a party to a Complaint is dissatisfied with the decision made by the Disciplinary Tribunal, they may ask the Club's Officer to request that the League establish a panel to hear an appeal from the decision in accordance with the appeal provisions in the *National Disciplinary Tribunal Guidelines* (if applicable).

Penalties

Any proven charges will automatically lead to a minimum of a two (2) match suspension for a registered player. In deciding the final penalty, consideration will be given to the seriousness of the act, the impact on the victim, the impact on the club/league/WorkSafe AFL Victoria Country and the prior good history or otherwise of the player. Players charged with these types of offences for a second or subsequent time and where a suspension has been previously imposed will face deregistration.

Any player presented before the tribunal for the first or subsequent time on a cyberbullying offence must be aware that the penalties available to the tribunal members will cover the complete range including deregistration.

In the case of a non playing club member being proved to have engaged in harassment or bullying, the club employing, engaging or otherwise associated with the person at the time of the conduct shall be deemed to be vicariously liable for the conduct of the person and shall pay to the League a penalty to be determined by the league.

Policy Promotion

The Club will promote the Cybersafety policy regularly by:

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signed: Kellee Frazer

Position: President

Date: 01.01.2026

Signed: Sam Ascough

Position: Secretary

Date: 01.01.2026

Next policy review date is: **01.01.2027**



Smoke Free Policy

GORDON FOOTBALL & NETBALL CLUB INC.

Rationale

Gordon Football & Netball Club Inc. recognises that:

- Environmental (second-hand) tobacco smoke is a health hazard and that non-smokers should be protected from it.
- Role modelling can have a significant impact upon the junior members of the club.
- Smoke free areas make smoking less visible and less socially acceptable.
- Smoke free areas support smokers who are trying to quit as well as reduce their overall cigarette consumption.
- Outdoor smoke free areas help to reduce the amount of cigarette butt litter (reducing clean-up costs, fire risk and children's health risk due to swallowing discarded butts).
- Smoke free environments are advantageous in attracting new members as well as positively promoting the club in the community.

New Victorian legislation (*Tobacco Amendment Act 2013*) also bans smoking within 10 metres of a sporting venue that is an outdoor public place during underage (U18) competitions, training or practice sessions or any break or interval during these underage activities.

Accordingly, the following policy shall apply to all members, administrators, officials, coaches, players, spectators, visitors and other volunteers and/or or staff of the club.

General

- Cigarettes and other tobacco products will not be sold, including from vending machines, at any time at or by the club.
- Coaches, players, officials and volunteers will refrain from smoking while involved in an official capacity for the club, on and off the field.
- No images of club volunteers, members, officials, coaches and players smoking at club-related activities are to be placed on social media.

Smoke Free Areas

The Gordon Football & Netball Club Inc. requires the following areas of the club's Gordon Recreation Reserve to be smoke free:

- All indoor areas
- All outdoor playing/training areas
- All spectator areas (standing and seated, covered and uncovered)
- All canteen, catering and eating and drinking areas

Smoke free areas will be signed (where possible) and promoted in club materials. A designated smoking permitted area is located at the back of the change rooms.

Functions

- Club functions, including social and fundraising events and meetings, held at club facilities are to be smoke free.
- Club functions, including social and fundraising events and meetings, held away from club facilities are to be smoke free wherever possible.
- If provided, smokers may only smoke at outdoor designated smoking areas and are to dispose of cigarette butts safely before entering facilities.
- Invitations and advertising for 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 and the Victorian tobacco laws 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 and printed member/player information and on the website.
- Promoting positive smoke free messages through the club's social media.
- Displaying a copy of the policy in the club social rooms.
- Periodic announcements to members at functions.
- Placing non-smoking signage in prominent locations both indoors and outdoors.

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 Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signed:	<u>Kellee Frazer</u>	Signed:	<u>Sam Ascough</u>
Position:	<u>President</u>	Position:	<u>Secretary</u>
Date:	<u>01.01.2026</u>	Date:	<u>01.01.2026</u>

Next policy review date is: **01.01.2027**

Safe Transport Policy

GORDON FOOTBALL & NETBALL CLUB INC.



This policy aims to provide a basis for the responsible use and/or non-use of alcohol by the Gordon Football & Netball Club Inc. and to avoid any incidents as people travel to or from the club and its events.

The Club understands and accepts its responsibility to the safety of our members and friends. The following requirements will apply when alcohol is served, either at the club or during a club function.

- Bar staff shall encourage members and visitors to make alternate safe transport arrangements if they are considered to exceed .05 blood alcohol concentration (or .00 if probationary driver)
- Telephone calls will be made free of charge to arrange a taxi or other transport
- Contact telephone numbers for taxi services will be clearly displayed
- In specific cases, where a designated driver nominated by the club has accepted the responsibility to drive others home safely, the club will provide non-alcoholic drinks and bar food free of charge
- Bar servers will be provided non-alcoholic drinks and bar food free of charge by the club (only for club bar staff)
- Where available transport will be provided to/from events
- Committee will pre-order taxis or buses to arrive at the venue at the conclusion of the function.

Policy Promotion

The club will promote the safe transport policy regularly by:

- Putting a copy of the policy in club newsletters and printed member/player information and on the website.
- Promoting positive safe transport messages through the club's social media.
- Displaying a copy of the policy in the club social rooms.

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signed: Kellee Frazer

Position: President

Date: 01.01.2026

Signed: Sam Ascough

Position: Secretary

Date: 01.01.2026

Next policy review date is: **01.01.2027**



Life Membership Policy

GORDON FOOTBALL & NETBALL CLUB INC.

This policy sets out the minimum criteria to be eligible for nominations for an award of Life Membership of the Gordon Football and Netball Club Inc.

This award exists to recognise the valuable contribution of individuals to the current and future existence of the Club. It is therefore only to be awarded in exceptional circumstances.

Only **ONE** recipient should receive this award in any one year period. The club recognises that exceptional circumstances may arise, when two worthy recipients are eligible. It will be then at the discretion of the executive committee how many awards are given.

It should also be recognised that life membership does not have to be awarded each year.

In considering the award of Life Membership an individual should have demonstrated significant, sustained and high quality service enhancing the reputation and future of the overall club.

The points to be taken into account when considering any nomination include:

1. General Considerations

- The general attitude and overall demeanour of the nominee shows a dedication to the values of the Club.
- Commitment to the principals of good sportsmanship.
- Valued leadership and good role modelling that reflects credit upon the Club.

2. Qualification

To ensure consistency, a prescribed number of games is required;

- 200 games as a senior player
- or 300 games as a volunteer official
- or 300 combined games okayed / voluntary official
- In addition, the person concerned must have been an active member for at least 15 years (active is participating / supporting / assisting for at least 60% of games in each year).
- Games by officials are highly regarded but it is possible to do 2 each Saturday and hence the higher hurdle.

3. Other Specific Criteria

- Specific achievement, both on and off the field, will be taken into consideration.
- Four areas of service in the Club could include: Playing; Coaching/Managing; Administration; and General Contribution (including fundraising, supporting and other issues that a Committee may see as relevant).

4. Benefits of Life Membership

- Award of the Life membership at the Gordon Football & Netball Club Inc. Presentation Night.
- Annual Single Club Membership.

5. Process for Assessing Applications for Life Membership

- Nominations for Life Membership should be forwarded by a Committee member to the President of the Club Committee no later than the 31st July each year.
- Nominees should demonstrate
 - Attainment of minimum service requirements.
 - An outstanding contribution in at least one of the four areas of service with at least some contribution in two of the other three areas or contribution deemed appropriate at the discretion of the Committee.
 - Other details of exemplary service.
- The final list of endorsed nominations for the award of Life Membership will be submitted to Executive Committee members (being President, Vice-President, Treasurer and Secretary) for agreement before AGM.
- Subject to agreement by ALL Executive Committee Members, Life Membership may be awarded at the next Club Presentation Night.
- Any unsuccessful applications are required to be resubmitted.

Policy Promotion

The Club will promote the Life Membership policy regularly by:

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signed: Kellee Frazer

Position: President

Date: 01.01.2026

Signed: Sam Ascough

Position: Secretary

Date: 01.01.2026

Next policy review date is: **01.01.2027**



Gordon Football and Netball Club

Disciplinary Policy

Purpose

The Gordon Football and Netball Club (GFNC) is committed to providing a safe, inclusive, and respectful environment for all junior players, families, coaches, and volunteers. This policy outlines our approach to addressing inappropriate behaviour and upholding our values of respect, inclusion, and being a family-friendly club. This policy applies to all individuals involved in football and netball programs within the GFNC.

Behaviour Expectations

All participants must follow:

- The AFL and Netball Victoria Codes of Conduct
- The Gordon Football and Netball Club Code of Conduct
- Club values of respect, inclusion, and fair play
- Instructions from coaches, umpires, and club officials

Examples of expected behaviour:

- Playing by the rules and showing good sportsmanship
- Supporting and encouraging all teammates
- Respecting all officials, opponents and club property
- Being a positive role model on and off the field/court

Unacceptable Behaviour

Examples of misconduct include (but are not limited to):

- Bullying, teasing, or exclusion (in person or online)
- Disrespect towards umpires, coaches, or volunteers
- Aggressive, abusive, or violent behaviour
- Use of offensive or discriminatory language
- Damaging equipment or club facilities

Reporting Concerns

- Concerns about behaviour should be reported to the Junior Coordinator, Club President, Coach, or the Club Child Safe Officer.
- Issues can be reported by players, parents, or any club member.
- All concerns will be treated confidentially and with care.

Disciplinary Process

We aim to educate first and use discipline only when necessary. The process will be:

1. Formal Discussion

The President, Coach, Committee personnel, or an external support person may speak with the player and/or family to address the behaviour. This may also include addressing the team if the behaviour is more widespread.

2. Formal Warning

If the behaviour continues, a written or verbal warning may be issued by the Committee. A one-week suspension from game day and training will also be given to the player/s involved.

3. Club Review

Our first goal is to support and educate. Players and families may be asked to attend a meeting to talk through concerns and participate in a Respect & Inclusion session (where appropriate). In very serious cases, or if the behaviour continues, the matter will be reviewed by the Club Committee, who may decide on further action, including possible removal from the team or the club.

GORDON FOOTBALL & NETBALL CLUB



CODE OF CONDUCT SEASON 2026

At Gordon Football & Netball Club Inc. we strive to ensure that all people involved in the club participate and adhere to the Club Code of Conduct. To do this we ask that all people read and ensure that they follow the guidelines to make the sport fun and enjoyable for everyone.

Every person - spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport, should work to ensure:

- Inclusion of every person regardless of their age, gender or sexual orientation.
- Inclusion of every person regardless of their race, culture or religion.
- Opportunities for people of all abilities to participate in the sport and develop to their full potential.
- Respect is shown towards others, the club and the broader community.
- A safe and inclusive environment for all.
- Elimination of violent and abusive behaviour.
- Protection from sexual harassment or intimidation.

This Code applies to community sport, training and club sanctioned activities.

Any breaking of the Code of Conduct will not be tolerated and will result in sanctions being imposed by the club.

If you have any questions or complaints regarding the Code of Conduct or any other matters, please speak with:

- Kellee Frazer – Club President / Child Safety Officer
- Sam Ascough – Club Secretary / Child Safety Officer
- Clinton Kalms – Junior Vice President
- Keely Boudrie – Netball Delegate

CODE OF CONDUCT – GENERAL

As a person required to comply with this code, you must meet the following requirements about your conduct during any activity held or sanctioned by GFNC:

- 1.** Respect the rights, dignity and worth of others.
- 2.** Be fair, considerate and honest in all dealings with others.
- 3.** Be professional in and accept responsibility for your actions.
- 4.** Make a commitment to providing quality service.
- 5.** Be aware of, and maintain an uncompromising adherence to GFNC's standards, rules, regulations and policies.
- 6.** Operate within the rules of the sport including state guidelines which govern Football and Netball.
- 7.** Do not use your involvement with GFNC to promote your own beliefs, behaviours or practices where these are inconsistent with those of GFNC.
- 8.** Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- 9.** Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- 10.** Refrain from any behaviour that may bring GFNC into disrepute.
- 11.** Provide a safe environment for the conduct of the activity.
- 12.** Show concern and caution towards others who may be sick or injured.
- 13.** Be a positive role model.
- 14.** Understand the repercussions if you breach or are aware of any breaches of this Code of Behaviour.

CODE OF CONDUCT – PLAYER

In addition to GFNC's General Code of Behaviour, as a player in any activity held by or under the auspices of GFNC you must meet the following requirements about your conduct during any such activity or event:

- 1.** Abide by the rules of the game and rules set down by your coach, club and league.
- 2.** Never argue with an official or umpire. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- 3.** Control your temper. Verbal or physical abuse of officials, umpires, spectators or other players, deliberately distracting or provoking an opponent is not acceptable or permitted.
- 4.** Work equally hard for yourself and your team. Your team's performance will benefit, so will you.
- 5.** Be a good sport. Applaud all good plays whether they be by your team, opponent or the other team. Be proud to walk off the ground after each game knowing that you have given your best effort and never involve yourself in an argument with opposing players, umpires or officials.
- 6.** Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player. Your involvement to play is for fun and enjoyment and that winning is only part of it.
- 7.** Co-operate with your coach and teammates and respect the ability of your opponent. Without them there would be no game.
- 8.** Always show respect for Umpires and respect decisions made even if you do not agree with the outcome.
- 8.** Play for the 'fun of it and not just to please parents and coaches.
- 9.** Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
- 10.** Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.
- 11.** Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
- 12.** Be prepared to be responsible for your actions.

CODE OF CONDUCT – JUNIOR PLAYER

In addition to GFNC's General Code of Behaviour, as a player in any activity held by or under the auspices of GFNC you must meet the following requirements about your conduct during any such activity or event:

- 1.** Abide by the rules of the game and rules set down by your coach, club and league.
- 2.** Never argue with an official or umpire. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- 3.** Control your temper. Verbal or physical abuse of officials, umpires, spectators or other players, deliberately distracting or provoking an opponent is not acceptable or permitted.
- 4.** Work equally hard for yourself and your team. Your team's performance will benefit, so will you.
- 5.** Be a good sport. Applaud all good plays whether they be by your team, opponent or the other team. Be proud to walk off the ground after each game knowing that you have given your best effort and never involve yourself in an argument with opposing players, umpires or officials.
- 6.** Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player. Your involvement to play is for fun and enjoyment and that winning is only part of it.
- 7.** Co-operate with your coach and teammates and respect the ability of your opponent. Without them there would be no game.
- 8.** Always show respect for Umpires and respect decisions made even if you do not agree with the outcome.
- 8.** Play for the 'fun of it and not just to please parents and coaches.
- 9.** Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
- 10.** Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.
- 11.** Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
- 12.** Be prepared to be responsible for your actions.

CODE OF CONDUCT – PARENT/GUARDIAN

In addition to GFNC's General Code of Behaviour, as a parent/guardian of a player in any activity held by or under the auspices of GFNC you must meet the following requirements about your conduct during any such activity or event:

1. Encourage children to participate if they are interested. However, if a child is not willing do not force them.
2. Focus upon the child's efforts and performance rather than the overall outcome of the event. This assists the child in setting realistic goals related to their ability by reducing the emphasis on winning.
3. Teach your child that honest effort is as important as victory so that the result of each game is accepted without undue disappointment.
4. Encourage your child to always play by the rules.
5. Never ridicule or yell at your child for making a mistake or losing a competition.
6. Remember, your child should be involved in Football/Netball for their enjoyment, not yours.
7. Remember, your child learns best by example. Applaud good play by both your team and by members of the opposing team.
8. If you disagree with an official or umpire raise the issue through the appropriate channels rather than questioning the official's judgment and honesty in public. Remember, most officials give their time and effort for your child's involvement.
9. Support all efforts to remove verbal and physical abuse from junior sporting activities.
10. Recognise the value and importance of volunteer coaches. They give their time and resources to provide recreational activities for your child and deserve your support.
11. Support your club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the league and your family. Offer your assistance to the team that your child is playing in so that every opportunity is being provided for the very best supervision and support. Your involvement will give both yourself and your child far more satisfaction.
12. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
13. Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.

14. Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
15. Be prepared to be responsible for your actions.

CODE OF CONDUCT – SPECTATOR

In addition to GFNC's General Code of Behaviour, as a spectator in any activity held by or under the auspices of GFNC, you must meet the following requirements about your conduct during any such activity or event:

1. Do not be critical of others in their roles within the club either as players or officials. Always be supportive and mindful of those around you.
2. Focus upon the individual's efforts and performance rather than the overall outcome of the event. This assists the individual in setting realistic goals related to their ability by reducing the emphasis on winning.
3. Encourage honest efforts and make it as important as victory so that the result of each game is accepted without undue disappointment.
4. Encourage others always to play by the rules.
5. Never ridicule or yell at others for making a mistake or losing a competition.
6. Remember those you are supporting should be involved in Football/Netball for their enjoyment, not yours.
7. Remember others learn best by example. Applaud good play by both your team and by members of the opposing team.
8. If you disagree with an official or umpire raise the issue through the appropriate channels rather than questioning the official's judgment and honesty in public. Remember, most officials give their time and effort for the involvement of others.
9. Support all efforts to remove verbal and physical abuse from sporting activities.
10. Recognise the value and importance of volunteer coaches and officials. They give their time and resources to provide recreational activities for your club members and deserve your support.
11. Support your club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the league and your family. Offer your assistance to the team that you support so that every opportunity is being provided for the very best supervision and support. Your involvement will give both yourself and your club far more satisfaction.
12. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
13. Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.

14. Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.

15. Be prepared to be responsible for your actions.

CODE OF CONDUCT – CLUB OFFICIAL

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held by or under the auspices of GFNC. This also applies in your role as an administrator of GFNC:

- 1.** Be familiar with the laws of Australian Football/Netball and abide by the rules and conditions of your league and club.
- 2.** Encourage team members to participate if they are interested. However, if a person is not willing, do not force them.
- 3.** Focus upon team member's efforts and performance rather than the overall outcome of the event. This assists the players in setting realistic goals related to their ability by reducing the emphasis on winning.
- 4.** Teach your team members that honest effort is as important as victory so that the result of each game is accepted without undue disappointment.
- 5.** Encourage your team members to always play by the rules.
- 6.** Never ridicule or yell at your team members for making a mistake or losing a competition. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport and may be a breach of your state, league or national Member Protection Policy.
- 7.** Remember your team members should be involved in Football/Netball for their enjoyment, not yours.
- 8.** Remember, your team members learn best by example. Applaud good play by both your team and by members of the opposing team.
- 9.** If you disagree with an official or umpire raise the issue through the appropriate channels rather than questioning the official's judgment and honesty in public. Remember, most officials give their time and effort for your team member's involvement.
- 10.** Support all efforts to remove verbal and physical abuse from junior sporting activities.
- 11.** Support all club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the league and your club. Offer your assistance to the team whenever possible so that every opportunity is being provided for the very best supervision and support. Your involvement will give both yourself and team members far more satisfaction.

12. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
13. Always act in a respectful manner towards members and supporters of opposition clubs and the League.
14. Have a Working with Children Check carried out and record your card number and expiry date with the club.
15. Agree to abide by the League's policies as listed on the website and in the information booklet and operations manual.
16. Support the League in implementing policies and procedures and carry out tasks to the best of your ability within the timeframes outlined by the League.
17. Endeavour to make yourself available should the need arise to resolve a club related matter.

CODE OF CONDUCT – JUNIOR COACH

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held by or under the auspices of GFNC and in your role as a coach of:

1. Be familiar with the laws of Australian Football/Netball and abide by the rules and conditions of your league and club.
2. Teach your players that rules of the game are mutual agreements which no player should evade or break.
3. Do not discriminate against any of your players and always work at providing an inclusive environment where all players can participate.
4. Avoid over-playing the talented players. The 'just average' players need and deserve equal time, if not more.
5. Remember that the players involved play for fun and enjoyment and that winning is only part of it. Emphasise the importance of the learning and development of skills and positive attitudes. Never ridicule or yell at your players for making mistakes or losing.
6. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport and may be a breach of your state, league or national Member Protection Policy.
7. Never engage in any type of violence, either on or off the field.
8. Develop team respect for the ability of opponents, as well as for the judgement of umpires and opposing coaches.

9. Follow the advice of a qualified person when determining when an injured players is ready to play or train again.
10. Make a personal commitment to keep yourself informed of sound junior coaching principles and developments. Attain coaching accreditation and become an active member of your local Coaches Association.
11. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
12. Have a Working with Children Check carried out and record your card number and expiry date with the club.
13. Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.
14. Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
15. Be prepared to be responsible for your actions.

CODE OF CONDUCT – SENIOR COACH

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held by or under the auspices of GFNC and in your role as a coach of:

1. Be familiar with the laws of Australian football/Netball and abide by the rules and conditions of your league and club.
2. Endeavour to attain coaching accreditation and to become an active member of the local Coaches Association.
3. Make a personal commitment to keep yourself informed of sound coaching principles and coaching developments.
4. Always avoid verbal and physical confrontation with other club players and officials and umpires - use the League's official vehicle of communication to report any unfair situations that you may believe arise.
5. Don't ask for but rather earn the respect of your players through your dealings with them and the way you perform your coaching duties.
6. Through your behaviour in the community develop personal respect to enhance the image of your club.
7. Never swear or use abusive language during the game or when addressing the players. Be mindful of the presence of young people and other spectators.

8. Follow the advice of a qualified person when determining when an injured player is ready to play again.
9. Treat the umpires and opposition sides with respect. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport and may be a breach of your state, league or national Member Protection Policy.
10. Be aware of the differing needs and attitudes of players at your club, particularly young players.
11. Never place the value of winning above that of instilling the highest desirable ideals and character traits in players.
12. Be supportive of League activities such as Interleague and events such as Season Launches.
13. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
14. Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.
15. Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
16. Be prepared to be responsible for your actions.

CODE OF CONDUCT – TEAM OFFICIAL

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held by or under the auspices of GFNC and in your role as a coach of:

1. Be familiar with the laws of Australian Football/Netball and abide by the rules and conditions of your league and club.
2. Encourage team members to participate if they are interested. However, if a child is not willing, do not force them.
3. Focus upon team member's efforts and performance rather than overall outcome of the event. This assists the players in setting realistic goals related to their ability by reducing the emphasis on winning.
4. Teach your team members that honest effort is as important as victory so that the result of each game is accepted without undue disappointment.
5. Encourage your team members always to play by the rules.

- 6.** Never ridicule or yell at your team members for making a mistake or losing a competition. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport and may be a breach of your state, league or national Member Protection Policy.
- 7.** Remember, your team members should be involved in Football/Netball for their enjoyment, not yours.
- 8.** Remember your team members learn best by example. Applaud good play by both your team and by members of the opposing team.
- 9.** If you disagree with an official or umpire, raise the issue through the appropriate channels rather than questioning the official's judgement and honesty in public. Remember, most officials give their time and effort for your team member's involvement.
- 10.** Support all efforts to remove verbal and physical abuse from junior sporting activities.
- 11.** Support all club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the league and your club. Offer your assistance to the team whenever possible so that every opportunity is being provided for the very best supervision and support. Your involvement will give both yourself and team members far more satisfaction.
- 12.** Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
- 13.** Have a Working with Children Check carried out and record your card number and expiry date with the club.
- 14.** Agree to abide by the League's policies as listed on the website and in the information booklet and operations manual.

CODE OF CONDUCT – UMPIRE

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held or sanctioned by GFNC and in your role as an umpire appointed by GFNC:

- 1.** Treat all players with respect always.
- 2.** Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring players play within the rules. Reasonable care consists of advising the players of illegal body movements, showing due diligence in detecting infringements and penalising rule breakers.
- 3.** Place the safety and welfare of the players above all else. Although it is the responsibility of umpires to ensure that the playing conditions are safe, in the end it is the association's decision. If a supervisor or equivalent is appointed and present at the match they would decide whether the game should commence or continue and deal with any emergencies relating to a safe environment or anticipate any foreseeable dangers and deal with it appropriately. If no such person is present, you should decide as to whether the match should commence or continue due to adverse conditions, safe environment or foreseeable dangers.
- 4.** Umpires must be impartial and maintain integrity in their relationship with other umpires, players and coaches.
- 5.** Avoid situations which may lead to a conflict of interest.
- 6.** Be courteous, respectful and open to discussion and interaction.
- 7.** Value the individual in sport. Ensure the players have the opportunity for discussion with you after the match.
- 8.** Seek continual self-improvement through study, performance appraisal and regular updating of competencies. Maintain or improve your current badge level and seek continual improvement.
- 9.** Encourage inclusivity and access to all areas of officiating. Aim for excellence based upon realistic goals and due consideration for growth and development.
- 10.** Be a positive role model in behaviour and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of football, netball and umpiring.
- 11.** Refrain from any form of personal abuse towards players. This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed towards the players from other sources while they are playing.
- 12.** Refrain from any form of harassment towards players. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, and other conditions.
- 13.** Show concern and caution towards ill and injured players. You should enforce the blood rule and apply procedures regarding ill or injured players according to the rule book. Common sense must be applied in all cases.



Cybersafety Policy

GORDON FOOTBALL & NETBALL CLUB INC.

The Gordon Football & Netball Club has adopted this policy in line with:
Worksafe AFL Victoria Country Cybersafety Policy

Rationale

WorkSafe AFL Victoria Country has an obligation to maintain a safe physical and emotional environment for league officials, staff, registered players, umpires, coaches, club members, parents, spectators and sponsors. This responsibility is increasingly being linked to the use of the Internet and Information & Communication Technologies (ICT), and has seen the emergence of a number of related Cybersafety issues. The Internet and ICT devices/equipment bring great benefits to all users and to the effective operation of the WorkSafe AFL Victoria Country, individual leagues and clubs.

WorkSafe AFL Victoria Country places a high priority on the acceptable use of ICT devices/equipment which will benefit members however; it recognises that the presence in the sporting arena of these technologies can also facilitate anti-social, inappropriate, and even illegal behaviour and activities. WorkSafe AFL Victoria Country aims, therefore, to maximise the benefits of these technologies, while at the same time to minimise the dangers and manage the risks.

Policy

WorkSafe AFL Victoria Country and its member clubs will develop and maintain rigorous and effective Cybersafety practices which aim to maximise the benefits of the Internet and ICT and allow for the effective operation of WorkSafe AFL Victoria Country and member leagues and clubs, whilst minimising and managing any risks.

These Cybersafety practices will aim to not only maintain a cyber safe sporting environment but also to address the needs of the league officials and club members to receive education about the safe and responsible use of present and developing information and communication technologies. Associated issues the League will address include the need for relevant education about Cybersafety for WorkSafe AFL Victoria Country and its leagues & clubs, the need for ongoing funding for Cybersafety practices through inclusion in the annual budget, implications for the design and delivery of the cybersafety program, the professional development and training, disciplinary responses to breaches of the cybersafety policy and the availability of appropriate professional support.

WorkSafe AFL Victoria Country takes seriously its responsibility in providing robust policy, guidelines and education for its members in relation to what is deemed acceptable and appropriate online behaviours. The League and/or club name, motto, crest, logo and/or uniform must not be used in any way which would result in a negative impact for the league or club and its members. Members of WorkSafe AFL Victoria Country and its clubs have a responsibility to ensure that all online communications are in keeping with the leagues expectations in relation to appropriate and respectful interactions with officials, coaches, umpires, players, parents, spectators and sponsors. Players will not post inappropriate comments about individual WorkSafe AFL Victoria Country or club members which if said in person during the playing of a game would result in disciplinary action being taken.

"Cyberbullying is a way of delivering covert psychological bullying. It uses information and communication technologies to support deliberate, repeated and hostile behaviour, by an individual or group that is intended to harm others." (Belsey 2007)

Cyberbullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, racially vilifying or threatening another person by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or Web site postings (including social network sites eg facebook or blogs) and the sending, receiving and/or possession of naked or sexually explicit images of a person. Club members must also be aware that postings from their individual accounts, whether done by themselves or another person will remain the responsibility of the account owner.

All members of WorkSafe AFL Victoria Country and individual clubs must be aware that in certain circumstances where a crime has been committed, they may also be subjected to a criminal investigation by Police over which the league and/or club will have no control. This particularly applies to 'sexting' where the image is of a person under the age of 18 years whereby Police will be informed immediately a club becomes aware of the situation.

Procedure

WorkSafe AFL Victoria Country and/or club officials or members who feel that they have been the victims of such misuses of technology should save and store the offending material on their computer, mobile phone or other device. They should then print a copy of the material and immediately report the incident to the relevant club/league representative.

All reports of cyberbullying and other technology misuses will be investigated fully in accordance with WorkSafe AFL Victoria Country Rule 5.0 and may result in a notification to Police where the WorkSafe AFL Victoria Country, league or club is legally obliged to do so.

If the WorkSafe AFL Victoria Country and/or individual League's executive receives a complaint about an online issue, the allegations will be forwarded to the relevant League Investigation Officer.

If there is evidence, charges will be laid and the complaint will proceed to the league's Independent Tribunal, exactly the same as if the investigation relates to physical violence or other reportable offences.

Penalties

Any proven charges will automatically lead to a minimum of a two (2) match suspension for a registered player. In deciding the final penalty, consideration will be given to the seriousness of the act, the impact on the victim, the impact on the club/league/WorkSafe AFL Victoria Country and the prior good history or otherwise of the player. Players charged with these types of offences for a second or subsequent time and where a suspension has been previously imposed will face deregistration.

Any player presented before the tribunal for the first or subsequent time on a cyberbullying offence must be aware that the penalties available to the tribunal members will cover the complete range including deregistration.

In the case of a non playing club member being proved to have engaged in harassment or bullying, the club employing, engaging or otherwise associated with the person at the time of the conduct shall be deemed to be vicariously liable for the conduct of the person and shall pay to the League a penalty to be determined by the league.

Important terms used in this document:

(a) The abbreviation '**ICT**' in this document refers to the term 'Information, Communication and Technologies.

(b) '**Cybersafety**' refers to the safe and responsible use of the Internet and ICT equipment/devices, including mobile phones

(c) The term '**ICT equipment/devices**' used in this document, includes but is not limited to, computers (such as desktops, laptops, PDAs), storage devices (such as USB and flash memory devices, CDs, DVDs, floppy disks, iPods, MP3 players), cameras (such as video, digital, webcams), all types of mobile phones, video and audio players/receivers (such as portable CD and DVD players), Gaming Consoles, and any other, similar, technologies as they come into use.

Policy Promotion

The Club will promote the Cybersafety policy regularly by:

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signed: Kellee Frazer

Signed: Sam Ascough

Position: President

Position: Secretary

Date: 01.01.2026

Date: 01.01.2026

Next policy review date is: **01.01.2027**



Anaphylaxis Policy

GORDON FOOTBALL & NETBALL CLUB INC.

Anaphylaxis is a severe, rapidly progressive allergic reaction that is potentially life threatening.

The most common allergens in school aged children are peanuts, eggs, tree nuts (cashews, almonds, hazelnuts), cow's milk, fish and shellfish, wheat, soy, sesame, latex (rubber gloves, balloons), certain insect stings (bees, wasps, and jumper ants) and medication (antibiotics and aspirin).

Rationale

Gordon Football Netball Club Inc recognises that:

- Anaphylaxis is a serious health issue and a medical emergency requiring rapid response
- The key to prevention of anaphylaxis is to be aware of those club members who have been diagnosed at risk, be aware of triggers and individual treatment required to maximise treatment of anaphylaxis

Parent/member Responsibility

- All members who have been diagnosed by a medical practitioner with anaphylaxis must provide the club with an Individual Anaphylaxis Management Plan (IAMP) prior to the member commencing a playing season.

The IAMP must contain the following information-

- Information about the medical condition that relates to allergy and the potential for allergic reactions, including the allergy or type of allergies the child has, based on a diagnosis from a medical practitioner
- Information regarding who will have the child's medication
- The child's emergency contact details.
- An ASCIA Action Plan signed by a medical practitioner, with a current photograph provided by the parent and updated annually or if any changes occur
- Adrenaline auto injectors (AAI) must always be carried by a club member or supervising adult.
- Parents must inform the club if their child's medical condition changes

NO CLUB MEMBER IS TO BE LEFT AT THE CLUB FOR ANY REASON WITHOUT THE APPROPRIATE PLAN AND MEDICATION BEING WITH THEM AND A SUPERVISING ADULT MADE AWARE THAT THEY ARE PRESENT

Club Responsibility:

- There will be at least one person present at all game days and training session that has undergone registered anaphylaxis training
- All managers will have a copy of any management plans required for their team
- A team delegate must have a copy of all management plans identified within their area of responsibility
- Trainers must be made aware of any person who may be medically diagnosed with anaphylaxis
- The club will have General use AAI available if required

Noncompliance

All club committee members will enforce the Anaphylaxis Policy, and any noncompliance will be handled according to the following process:

- Explanation of the club policy to the person concerned
- Inability to take the field until appropriate compliance is observed ie IAMP is in place, Action plan and associated medication is supplied

Policy Promotion

The Club will promote the Anaphylaxis policy regularly by:

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Australian Society of Clinical Immunology and Allergy (ASCIA) Action plans can be downloaded from www.allergy.org.au website

Signed: Kellee Frazer

Position: President

Date: 01.01.2026

Signed: Sam Ascough

Position: Secretary

Date: 01.01.2026

Next policy review date is: **01.01.2027**



Alcohol Management Policy

GORDON FOOTBALL & NETBALL CLUB INC.

This policy provides the basis for a balanced and responsible approach to the use of alcohol at **Gordon Football & Netball Club Inc.** events and activities. This policy will help to ensure the club:

- Meets its duty of care in relation to the health and safety of our members and guests who attend our club functions.
- Upholds the reputation of the club, our sponsors and partners.
- Understand the risks associated with alcohol misuse and our role in minimising this risk.

Gordon Football and netball Club Inc. recognises the legal responsibilities, financial and social benefits of holding a liquor license in the community. In doing, so we will adhere to liquor licensing laws and the criteria of the *Good Sports* program.

Accordingly, and to ensure the aims of the club are upheld and that alcohol is managed responsibly, the following policy requirements will apply:

- When alcohol is served by the club at our facilities or during a club function, even if offsite
- To all players, coaches, officials, members, club visitors, club facilities, club functions and other activities undertaken by the club where alcohol is consumed.

General Principles

- A risk management approach will be taken in planning events/activities involving the sale, supply or consumption of alcohol. Such events will be conducted and managed in a manner consistent with liquor licensing legislation and this policy.
- Alcohol misuse can lead to unsafe or unacceptable sexual and/or violent behaviour, drink-driving and other alcohol-related harm. Excessive consumption of alcohol will not be an excuse for unacceptable behaviour, particularly behaviour that endangers others or breaches the law, this policy or any other policy of the club.

Committee Members, Members, Players and Officials

- Must not compete, train, coach or officiate if affected by alcohol.
- Must not provide, encourage or allow people aged under 18 to consume alcohol.
- Must not participate in or encourage excessive or rapid consumption of alcohol (including drinking competitions).
- Must not pressure anyone to drink alcoholic beverages.
- Must not post images on social media of themselves or others drinking alcohol at club-related activities.
- Must accept responsibility for own behaviour and take a responsible approach and use good judgment when alcohol is available.

General

The club will ensure that:

- A current and appropriate liquor license is maintained.
- The club's liquor license will be displayed as near as practical to the entrance of the clubroom or beside the bar/canteen (as required by law).
- All mandatorily required liquor licence signage will be displayed in each area/room covered by the club's license.
- The names of Responsible Service of Alcohol (RSA) trained personnel will be displayed and/or kept in a folder at the canteen/bar.
- Bar servers of alcohol are not permitted to consume alcohol when on duty.
- Information posters about 'Standard Drink measures' will be displayed prominently near where alcohol is served.
- An Incident Register will be maintained (at the bar/canteen) and any alcohol-related incident will be recorded on the register.

Functions

The club will not:

- Conduct functions where a minimum amount of liquor sales is required
- Conduct 'all you can drink' functions
- Provide alcohol-only drink vouchers for functions
- Include alcohol in the price of tickets (or will limit 'free' drinks to a maximum of two).

Advertisements for functions will:

- Not overemphasise the availability of alcohol or refer to the amount of alcohol available
- Not encourage rapid drinking or excessive drinking
- Give equal reference to the availability of non-alcoholic drinks
- Display a clear start and finish time for the function.

Service of Alcohol

Alcohol will be served according to the club's Liquor Licence with the safety and well-being of members and guests the priority. The club will ensure:

- Only RSA trained bar servers with current qualifications will serve alcohol.
- People under 18 will not serve alcohol.
- Excessive or rapid consumption of alcohol is not encouraged which includes not conducting:
 - Happy hours
 - Cheap drink promotions
 - Drinking competitions.
- That service of double/triple measures of spirits is discouraged.
- When serving non pre-packaged alcohol (e.g. drinks in glasses), standard drink measures will be served at all times.
- Where possible, alcohol will cease being served at least an hour before the designated time for close of the function. Non-alcoholic beverages will continue to be made available during the last hour of service.

Intoxicated people

- Intoxicated people will not be permitted to enter the premises.
- Alcohol will not be served to any person who is or appears intoxicated.
- Bar servers will follow RSA training procedures when refusing service to an intoxicated person.
- If a person becomes intoxicated (and is **not** putting other people at risk with their behaviour) they will not be served alcohol but will be provided with water and options for safe transport home from the club (where available).
- If a person becomes intoxicated (and **is** putting other people at risk due to their behaviour) they will be asked to leave the premises immediately and offered safe transport options (where available). Police may also be contacted to remove the person, if required.
- Any alcohol-related incident and any action taken will be recorded in the club's incident register.

Underage Drinking

- Alcohol will not be served to persons aged under 18.
- Servers and committee members will ask for proof of age whenever the age of a person requesting alcohol is in doubt.
- Only photo ID's will be accepted as 'proof of age'.
- The club will discourage the drinking of alcohol in the change-rooms to reduce the risk of minors being served alcohol illegally.

Availability of Non-Alcoholic and Low Alcohol Drinks

The club recognises that alcohol is not the only revenue stream available and actively encourages the sale of alternative products to that of alcohol.

- Tap water will be provided free of charge (where available).
- At least four non-alcoholic drinks and one low-alcoholic drink option will always be available and priced at least 10% cheaper than the cheapest full strength drink.
- Non-alcoholic drinks should be clearly visible and adequate in variety and supply.

Food

- Substantial food (more than chips, nuts and similar snacks) will be available when alcohol is available for more than 90 minutes or more than 15 people are present (e.g. soup, toasted sandwiches, pizza, BBQ, salad rolls).

Alcohol into Home Match Days

- Bringing of alcohol into the licensed premises is strictly prohibited.

Junior Training and Games

- The consumption of alcohol during junior games is strictly prohibited and we strongly discourage the consumption of alcohol during junior training sessions.

Safe Transport

The club recognises that driving under the influence of alcohol or drugs is illegal and hazardous to individuals and the wider community. Accordingly, the club implements a Safe Transport Policy that is reviewed regularly in conjunction with this Alcohol Management Policy. We ask that all attendees at our functions plan their transport requirements to ensure they arrive home safely and prevent driving under the influence of alcohol or drugs.

Club Trips

The club will monitor and ensure any club trips, particularly end of season player trips, strictly adhere to responsible behaviour and alcohol consumption in accordance with the principles of this policy and the aims of the association. The club will not actively promote or fundraise for player's end of season trips, thereby minimising the club's risk and liability if an alcohol-related incident occurs.

Awards/prizes

The club will avoid providing awards (e.g. at end of season presentations) and fundraising prizes that have an emphasis on alcohol as a reward.

Policy and Responsible Use of Alcohol Promotion

- The club will promote the alcohol management policy regularly:
 - By putting a copy of the policy on the website and in member/player information
 - In club newsletters and flyers/invitations for functions
 - Via social media
 - Through periodic announcements to members at functions.
- The club will educate club members and supporters about the alcohol policy and the benefits of having such a policy.
- The club will actively demonstrate its attitude relating to the responsible use of alcohol and promote positive messages through its social media platforms.
- The club will not advertise, promote or have alcohol served or consumed at junior events or activities.
- The club will pursue non-alcohol sponsorship and revenue sources.
- The club will actively participate in the Australian Drug Foundation's *Good Sports* program with an ongoing priority to maintain Level 3 accreditation

Non Compliance

All club committee members will enforce the alcohol management policy and any non-compliance, particularly in regard to Licencing Laws, will be handled according to the following process:

- Explanation of the policy to the person/people concerned, including identification of the section of policy not being complied with.
- 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 facilities or function.

Policy Management

The presence of a bar manager and/or committee members is essential to ensure compliance with this policy. The bar manager or at least two committee members who are RSA trained are required to be present at all club functions when the bar is open. Key responsibilities of the bar manager/duty committee members are to ensure:

- Compliance with this policy and the liquor licensing laws
- Persons under 18 years of age are not served alcohol
- Intoxicated people are not served alcohol and are asked to leave after safe transport options are offered or provided
- Any alcohol-incidents are recorded in the incident register
- Visiting police are cooperated and assisted with any inquiries

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signature

Signed: Kellee Frazer

Position: President

Date: 01.01.2026

Signed: Sam Ascough

Position: Secretary

Date: 01.01.2026

Next policy review date is: **01.01.2027**

Alcohol Inclusive Functions Policy

GORDON FOOTBALL & NETBALL CLUB INC.



Introduction

Whilst it is always preferable for members to purchase their own drinks across the bar as this practice reduces high risk drinking and allows bar servers to monitor patron behaviour there are functions where clubs prefer to include alcohol as part of the overall ticket price. To prevent such events being seen by some as 'all you can drink' it is important for restrictions on alcohol availability. The following document sets out a number of strategies clubs can implement to limit risky drinking practices thereby protecting members as well as the clubs' liquor license against significant State based fines.

This document is designed to be discussed with a clubs' Good Sports Project Officer at the time of Level 2 and 3 Club Accreditation meetings. In order for the club to progress to the next Level of accreditation or pass a monitoring meeting for existing Level 3 clubs, the club needs to adopt all the below listed required strategies as well as the ability for the club to propose alternative strategies.

REQUIRED Strategies (for licensed sporting clubs)

1	<p>Limited time of event where alcohol is included within ticket price – no more than 120 minutes, taken in full or broken into separate time blocks. After this time expires drinks purchased at bar prices.</p> <p>This time allocation includes recommendation of guideline 2 from the National Health & Medical Research Council 2009, page 51, which states 'for healthy men and women, drinking no more than <u>4 standard drinks</u> on a single occasion reduces the risk of alcohol-related injury arising from that occasion'</p>
2	Drinks only purchased by patrons for their own consumption from the bar where trained RSA bar servers are present
3	Availability of substantial food.
4	Communication of the function conditions to members.

OPTIONAL (recommended) Strategies

Periods of time during function where alcohol is not available
(rest period / entertainment provided)

OTHER Good Sports approved strategy(s)

Periods of time during function where alcohol is not available
(rest period / entertainment provided)

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signature

Signed: Kellee Frazer
Club President

Date: 01.01.2026

Signed: Sam Ascough
Club Secretary

Date: 01.01.2026

Next policy review date is **01.01.2027**



Smoke Free Policy

GORDON FOOTBALL & NETBALL CLUB INC.

Rationale

Gordon Football & Netball Club Inc. recognises that:

- Environmental (second-hand) tobacco smoke is a health hazard and that non-smokers should be protected from it.
- Role modelling can have a significant impact upon the junior members of the club.
- Smoke free areas make smoking less visible and less socially acceptable.
- Smoke free areas support smokers who are trying to quit as well as reduce their overall cigarette consumption.
- Outdoor smoke free areas help to reduce the amount of cigarette butt litter (reducing clean-up costs, fire risk and children's health risk due to swallowing discarded butts).
- Smoke free environments are advantageous in attracting new members as well as positively promoting the club in the community.

New Victorian legislation (*Tobacco Amendment Act 2013*) also bans smoking within 10 metres of a sporting venue that is an outdoor public place during underage (U18) competitions, training or practice sessions or any break or interval during these underage activities.

Accordingly, the following policy shall apply to all members, administrators, officials, coaches, players, spectators, visitors and other volunteers and/or or staff of the club.

General

- Cigarettes and other tobacco products will not be sold, including from vending machines, at any time at or by the club.
- Coaches, players, officials and volunteers will refrain from smoking while involved in an official capacity for the club, on and off the field.
- No images of club volunteers, members, officials, coaches and players smoking at club-related activities are to be placed on social media.

Smoke Free Areas

The Gordon Football & Netball Club Inc. requires the following areas of the club's Gordon Recreation Reserve to be smoke free:

- All indoor areas
- All outdoor playing/training areas
- All spectator areas (standing and seated, covered and uncovered)
- All canteen, catering and eating and drinking areas

Smoke free areas will be signed (where possible) and promoted in club materials. A designated smoking permitted area is located at the back of the change rooms.

Functions

- Club functions, including social and fundraising events and meetings, held at club facilities are to be smoke free.
- Club functions, including social and fundraising events and meetings, held away from club facilities are to be smoke free wherever possible.
- If provided, smokers may only smoke at outdoor designated smoking areas and are to dispose of cigarette butts safely before entering facilities.
- Invitations and advertising for 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 and the Victorian tobacco laws 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 and printed member/player information and on the website.
- Promoting positive smoke free messages through the club's social media.
- Displaying a copy of the policy in the club social rooms.
- Periodic announcements to members at functions.
- Placing non-smoking signage in prominent locations both indoors and outdoors.

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 Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signed:	<u>Kellee Frazer</u>	Signed:	<u>Sam Ascough</u>
Position:	<u>President</u>	Position:	<u>Secretary</u>
Date:	<u>01.01.2026</u>	Date:	<u>01.01.2026</u>

Next policy review date is: **01.01.2027**



Safe Transport Policy

GORDON FOOTBALL & NETBALL CLUB INC.

This policy aims to provide a basis for the responsible use and/or non-use of alcohol by the Gordon Football & Netball Club Inc. and to avoid any incidents as people travel to or from the club and its events.

The Club understands and accepts its responsibility to the safety of our members and friends. The following requirements will apply when alcohol is served, either at the club or during a club function.

- Bar staff shall encourage members and visitors to make alternate safe transport arrangements if they are considered to exceed .05 blood alcohol concentration (or .00 if probationary driver)
- Telephone calls will be made free of charge to arrange a taxi or other transport
- Contact telephone numbers for taxi services will be clearly displayed
- In specific cases, where a designated driver nominated by the club has accepted the responsibility to drive others home safely, the club will provide non-alcoholic drinks and bar food free of charge
- Bar servers will be provided non-alcoholic drinks and bar food free of charge by the club (only for club bar staff)
- Where available transport will be provided to/from events
- Committee will pre-order taxis or buses to arrive at the venue at the conclusion of the function.

Policy Promotion

The club will promote the safe transport policy regularly by:

- Putting a copy of the policy in club newsletters and printed member/player information and on the website.
- Promoting positive safe transport messages through the club's social media.
- Displaying a copy of the policy in the club social rooms.

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signed: Kellee Frazer

Position: President

Date: 01.01.2026

Signed: Sam Ascough

Position: Secretary

Date: 01.01.2026

Next policy review date is: **01.01.2027**



Life Membership Policy

GORDON FOOTBALL & NETBALL CLUB INC.

This policy sets out the minimum criteria to be eligible for nominations for an award of Life Membership of the Gordon Football and Netball Club Inc.

This award exists to recognise the valuable contribution of individuals to the current and future existence of the Club. It is therefore only to be awarded in exceptional circumstances.

Only **ONE** recipient should receive this award in any one year period. The club recognises that exceptional circumstances may arise, when two worthy recipients are eligible. It will be then at the discretion of the executive committee how many awards are given.

It should also be recognised that life membership does not have to be awarded each year.

In considering the award of Life Membership an individual should have demonstrated significant, sustained and high quality service enhancing the reputation and future of the overall club.

The points to be taken into account when considering any nomination include:

1. General Considerations

- The general attitude and overall demeanour of the nominee shows a dedication to the values of the Club.
- Commitment to the principals of good sportsmanship.
- Valued leadership and good role modelling that reflects credit upon the Club.

2. Qualification

To ensure consistency, a prescribed number of games is required;

- 200 games as a senior player
- or 300 games as a volunteer official
- or 300 combined games okayed / voluntary official
- In addition, the person concerned must have been an active member for at least 15 years (active is participating / supporting / assisting for at least 60% of games in each year).
- Games by officials are highly regarded but it is possible to do 2 each Saturday and hence the higher hurdle.

3. Other Specific Criteria

- Specific achievement, both on and off the field, will be taken into consideration.
- Four areas of service in the Club could include: Playing; Coaching/Managing; Administration; and General Contribution (including fundraising, supporting and other issues that a Committee may see as relevant).

4. Benefits of Life Membership

- Award of the Life membership at the Gordon Football & Netball Club Inc. Presentation Night.
- Annual Single Club Membership.

5. Process for Assessing Applications for Life Membership

- Nominations for Life Membership should be forwarded by a Committee member to the President of the Club Committee no later than the 31st July each year.
- Nominees should demonstrate
 - Attainment of minimum service requirements.
 - An outstanding contribution in at least one of the four areas of service with at least some contribution in two of the other three areas or contribution deemed appropriate at the discretion of the Committee.
 - Other details of exemplary service.
- The final list of endorsed nominations for the award of Life Membership will be submitted to Executive Committee members (being President, Vice-President, Treasurer and Secretary) for agreement before AGM.
- Subject to agreement by ALL Executive Committee Members, Life Membership may be awarded at the next Club Presentation Night.
- Any unsuccessful applications are required to be resubmitted.

Policy Promotion

The Club will promote the Life Membership policy regularly by:

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signed: Kellee Frazer

Position: President

Date: 01.01.2026

Signed: Sam Ascough

Position: Secretary

Date: 01.01.2026

Next policy review date is: **01.01.2027**



Gordon Football and Netball Club

Disciplinary Policy

Purpose

The Gordon Football and Netball Club (GFNC) is committed to providing a safe, inclusive, and respectful environment for all junior players, families, coaches, and volunteers. This policy outlines our approach to addressing inappropriate behaviour and upholding our values of respect, inclusion, and being a family-friendly club. This policy applies to all individuals involved in football and netball programs within the GFNC.

Behaviour Expectations

All participants must follow:

- The AFL and Netball Victoria Codes of Conduct
- The Gordon Football and Netball Club Code of Conduct
- Club values of respect, inclusion, and fair play
- Instructions from coaches, umpires, and club officials

Examples of expected behaviour:

- Playing by the rules and showing good sportsmanship
- Supporting and encouraging all teammates
- Respecting all officials, opponents and club property
- Being a positive role model on and off the field/court

Unacceptable Behaviour

Examples of misconduct include (but are not limited to):

- Bullying, teasing, or exclusion (in person or online)
- Disrespect towards umpires, coaches, or volunteers
- Aggressive, abusive, or violent behaviour
- Use of offensive or discriminatory language
- Damaging equipment or club facilities

Reporting Concerns

- Concerns about behaviour should be reported to the Junior Coordinator, Club President, Coach, or the Club Child Safe Officer.
- Issues can be reported by players, parents, or any club member.
- All concerns will be treated confidentially and with care.

Disciplinary Process

We aim to educate first and use discipline only when necessary. The process will be:

1. Formal Discussion

The President, Coach, Committee personnel, or an external support person may speak with the player and/or family to address the behaviour. This may also include addressing the team if the behaviour is more widespread.

2. Formal Warning

If the behaviour continues, a written or verbal warning may be issued by the Committee. A one-week suspension from game day and training will also be given to the player/s involved.

3. Club Review

Our first goal is to support and educate. Players and families may be asked to attend a meeting to talk through concerns and participate in a Respect & Inclusion session (where appropriate). In very serious cases, or if the behaviour continues, the matter will be reviewed by the Club Committee, who may decide on further action, including possible removal from the team or the club.

GORDON FOOTBALL & NETBALL CLUB



CODE OF CONDUCT SEASON 2026

At Gordon Football & Netball Club Inc. we strive to ensure that all people involved in the club participate and adhere to the Club Code of Conduct. To do this we ask that all people read and ensure that they follow the guidelines to make the sport fun and enjoyable for everyone.

Every person - spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport, should work to ensure:

- Inclusion of every person regardless of their age, gender or sexual orientation.
- Inclusion of every person regardless of their race, culture or religion.
- Opportunities for people of all abilities to participate in the sport and develop to their full potential.
- Respect is shown towards others, the club and the broader community.
- A safe and inclusive environment for all.
- Elimination of violent and abusive behaviour.
- Protection from sexual harassment or intimidation.

This Code applies to community sport, training and club sanctioned activities.

Any breaking of the Code of Conduct will not be tolerated and will result in sanctions being imposed by the club.

If you have any questions or complaints regarding the Code of Conduct or any other matters, please speak with:

- Kellee Frazer – Club President / Child Safety Officer
- Sam Ascough – Club Secretary / Child Safety Officer
- Clinton Kalms – Junior Vice President
- Keely Boudrie – Netball Delegate

CODE OF CONDUCT – GENERAL

As a person required to comply with this code, you must meet the following requirements about your conduct during any activity held or sanctioned by GFNC:

- 1.** Respect the rights, dignity and worth of others.
- 2.** Be fair, considerate and honest in all dealings with others.
- 3.** Be professional in and accept responsibility for your actions.
- 4.** Make a commitment to providing quality service.
- 5.** Be aware of, and maintain an uncompromising adherence to GFNC's standards, rules, regulations and policies.
- 6.** Operate within the rules of the sport including state guidelines which govern Football and Netball.
- 7.** Do not use your involvement with GFNC to promote your own beliefs, behaviours or practices where these are inconsistent with those of GFNC.
- 8.** Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
- 9.** Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
- 10.** Refrain from any behaviour that may bring GFNC into disrepute.
- 11.** Provide a safe environment for the conduct of the activity.
- 12.** Show concern and caution towards others who may be sick or injured.
- 13.** Be a positive role model.
- 14.** Understand the repercussions if you breach or are aware of any breaches of this Code of Behaviour.

CODE OF CONDUCT – PLAYER

In addition to GFNC's General Code of Behaviour, as a player in any activity held by or under the auspices of GFNC you must meet the following requirements about your conduct during any such activity or event:

- 1.** Abide by the rules of the game and rules set down by your coach, club and league.
- 2.** Never argue with an official or umpire. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- 3.** Control your temper. Verbal or physical abuse of officials, umpires, spectators or other players, deliberately distracting or provoking an opponent is not acceptable or permitted.
- 4.** Work equally hard for yourself and your team. Your team's performance will benefit, so will you.
- 5.** Be a good sport. Applaud all good plays whether they be by your team, opponent or the other team. Be proud to walk off the ground after each game knowing that you have given your best effort and never involve yourself in an argument with opposing players, umpires or officials.
- 6.** Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player. Your involvement to play is for fun and enjoyment and that winning is only part of it.
- 7.** Co-operate with your coach and teammates and respect the ability of your opponent. Without them there would be no game.
- 8.** Always show respect for Umpires and respect decisions made even if you do not agree with the outcome.
- 8.** Play for the 'fun of it and not just to please parents and coaches.
- 9.** Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
- 10.** Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.
- 11.** Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
- 12.** Be prepared to be responsible for your actions.

CODE OF CONDUCT – JUNIOR PLAYER

In addition to GFNC's General Code of Behaviour, as a player in any activity held by or under the auspices of GFNC you must meet the following requirements about your conduct during any such activity or event:

- 1.** Abide by the rules of the game and rules set down by your coach, club and league.
- 2.** Never argue with an official or umpire. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- 3.** Control your temper. Verbal or physical abuse of officials, umpires, spectators or other players, deliberately distracting or provoking an opponent is not acceptable or permitted.
- 4.** Work equally hard for yourself and your team. Your team's performance will benefit, so will you.
- 5.** Be a good sport. Applaud all good plays whether they be by your team, opponent or the other team. Be proud to walk off the ground after each game knowing that you have given your best effort and never involve yourself in an argument with opposing players, umpires or officials.
- 6.** Treat all players as you would like to be treated. Do not interfere with, bully or take unfair advantage of another player. Your involvement to play is for fun and enjoyment and that winning is only part of it.
- 7.** Co-operate with your coach and teammates and respect the ability of your opponent. Without them there would be no game.
- 8.** Always show respect for Umpires and respect decisions made even if you do not agree with the outcome.
- 8.** Play for the 'fun of it and not just to please parents and coaches.
- 9.** Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
- 10.** Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.
- 11.** Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
- 12.** Be prepared to be responsible for your actions.

CODE OF CONDUCT – PARENT/GUARDIAN

In addition to GFNC's General Code of Behaviour, as a parent/guardian of a player in any activity held by or under the auspices of GFNC you must meet the following requirements about your conduct during any such activity or event:

1. Encourage children to participate if they are interested. However, if a child is not willing do not force them.
2. Focus upon the child's efforts and performance rather than the overall outcome of the event. This assists the child in setting realistic goals related to their ability by reducing the emphasis on winning.
3. Teach your child that honest effort is as important as victory so that the result of each game is accepted without undue disappointment.
4. Encourage your child to always play by the rules.
5. Never ridicule or yell at your child for making a mistake or losing a competition.
6. Remember, your child should be involved in Football/Netball for their enjoyment, not yours.
7. Remember, your child learns best by example. Applaud good play by both your team and by members of the opposing team.
8. If you disagree with an official or umpire raise the issue through the appropriate channels rather than questioning the official's judgment and honesty in public. Remember, most officials give their time and effort for your child's involvement.
9. Support all efforts to remove verbal and physical abuse from junior sporting activities.
10. Recognise the value and importance of volunteer coaches. They give their time and resources to provide recreational activities for your child and deserve your support.
11. Support your club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the league and your family. Offer your assistance to the team that your child is playing in so that every opportunity is being provided for the very best supervision and support. Your involvement will give both yourself and your child far more satisfaction.
12. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
13. Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.

14. Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
15. Be prepared to be responsible for your actions.

CODE OF CONDUCT – SPECTATOR

In addition to GFNC's General Code of Behaviour, as a spectator in any activity held by or under the auspices of GFNC, you must meet the following requirements about your conduct during any such activity or event:

1. Do not be critical of others in their roles within the club either as players or officials. Always be supportive and mindful of those around you.
2. Focus upon the individual's efforts and performance rather than the overall outcome of the event. This assists the individual in setting realistic goals related to their ability by reducing the emphasis on winning.
3. Encourage honest efforts and make it as important as victory so that the result of each game is accepted without undue disappointment.
4. Encourage others always to play by the rules.
5. Never ridicule or yell at others for making a mistake or losing a competition.
6. Remember those you are supporting should be involved in Football/Netball for their enjoyment, not yours.
7. Remember others learn best by example. Applaud good play by both your team and by members of the opposing team.
8. If you disagree with an official or umpire raise the issue through the appropriate channels rather than questioning the official's judgment and honesty in public. Remember, most officials give their time and effort for the involvement of others.
9. Support all efforts to remove verbal and physical abuse from sporting activities.
10. Recognise the value and importance of volunteer coaches and officials. They give their time and resources to provide recreational activities for your club members and deserve your support.
11. Support your club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the league and your family. Offer your assistance to the team that you support so that every opportunity is being provided for the very best supervision and support. Your involvement will give both yourself and your club far more satisfaction.
12. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
13. Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.

14. Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.

15. Be prepared to be responsible for your actions.

CODE OF CONDUCT – CLUB OFFICIAL

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held by or under the auspices of GFNC. This also applies in your role as an administrator of GFNC:

- 1.** Be familiar with the laws of Australian Football/Netball and abide by the rules and conditions of your league and club.
- 2.** Encourage team members to participate if they are interested. However, if a person is not willing, do not force them.
- 3.** Focus upon team member's efforts and performance rather than the overall outcome of the event. This assists the players in setting realistic goals related to their ability by reducing the emphasis on winning.
- 4.** Teach your team members that honest effort is as important as victory so that the result of each game is accepted without undue disappointment.
- 5.** Encourage your team members to always play by the rules.
- 6.** Never ridicule or yell at your team members for making a mistake or losing a competition. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport and may be a breach of your state, league or national Member Protection Policy.
- 7.** Remember your team members should be involved in Football/Netball for their enjoyment, not yours.
- 8.** Remember, your team members learn best by example. Applaud good play by both your team and by members of the opposing team.
- 9.** If you disagree with an official or umpire raise the issue through the appropriate channels rather than questioning the official's judgment and honesty in public. Remember, most officials give their time and effort for your team member's involvement.
- 10.** Support all efforts to remove verbal and physical abuse from junior sporting activities.
- 11.** Support all club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the league and your club. Offer your assistance to the team whenever possible so that every opportunity is being provided for the very best supervision and support. Your involvement will give both yourself and team members far more satisfaction.

12. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
13. Always act in a respectful manner towards members and supporters of opposition clubs and the League.
14. Have a Working with Children Check carried out and record your card number and expiry date with the club.
15. Agree to abide by the League's policies as listed on the website and in the information booklet and operations manual.
16. Support the League in implementing policies and procedures and carry out tasks to the best of your ability within the timeframes outlined by the League.
17. Endeavour to make yourself available should the need arise to resolve a club related matter.

CODE OF CONDUCT – JUNIOR COACH

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held by or under the auspices of GFNC and in your role as a coach of:

1. Be familiar with the laws of Australian Football/Netball and abide by the rules and conditions of your league and club.
2. Teach your players that rules of the game are mutual agreements which no player should evade or break.
3. Do not discriminate against any of your players and always work at providing an inclusive environment where all players can participate.
4. Avoid over-playing the talented players. The 'just average' players need and deserve equal time, if not more.
5. Remember that the players involved play for fun and enjoyment and that winning is only part of it. Emphasise the importance of the learning and development of skills and positive attitudes. Never ridicule or yell at your players for making mistakes or losing.
6. Control your temper. Verbal abuse of officials and sledging other layers, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport and may be a breach of your state, league or national Member Protection Policy.
7. Never engage in any type of violence, either on or off the field.
8. Develop team respect for the ability of opponents, as well as for the judgement of umpires and opposing coaches.

9. Follow the advice of a qualified person when determining when an injured players is ready to play or train again.
10. Make a personal commitment to keep yourself informed of sound junior coaching principles and developments. Attain coaching accreditation and become an active member of your local Coaches Association.
11. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
12. Have a Working with Children Check carried out and record your card number and expiry date with the club.
13. Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.
14. Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
15. Be prepared to be responsible for your actions.

CODE OF CONDUCT – SENIOR COACH

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held by or under the auspices of GFNC and in your role as a coach of:

1. Be familiar with the laws of Australian football/Netball and abide by the rules and conditions of your league and club.
2. Endeavour to attain coaching accreditation and to become an active member of the local Coaches Association.
3. Make a personal commitment to keep yourself informed of sound coaching principles and coaching developments.
4. Always avoid verbal and physical confrontation with other club players and officials and umpires - use the League's official vehicle of communication to report any unfair situations that you may believe arise.
5. Don't ask for but rather earn the respect of your players through your dealings with them and the way you perform your coaching duties.
6. Through your behaviour in the community develop personal respect to enhance the image of your club.
7. Never swear or use abusive language during the game or when addressing the players. Be mindful of the presence of young people and other spectators.

8. Follow the advice of a qualified person when determining when an injured player is ready to play again.
9. Treat the umpires and opposition sides with respect. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport and may be a breach of your state, league or national Member Protection Policy.
10. Be aware of the differing needs and attitudes of players at your club, particularly young players.
11. Never place the value of winning above that of instilling the highest desirable ideals and character traits in players.
12. Be supportive of League activities such as Interleague and events such as Season Launches.
13. Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
14. Agree to abide by your League's policies as listed on the website and in the information booklet and operations manual.
15. Do not take part in any form of bullying including via the use of social media. For more information they should see their state, league or national Member Protection Policy.
16. Be prepared to be responsible for your actions.

CODE OF CONDUCT – TEAM OFFICIAL

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held by or under the auspices of GFNC and in your role as a coach of:

1. Be familiar with the laws of Australian Football/Netball and abide by the rules and conditions of your league and club.
2. Encourage team members to participate if they are interested. However, if a child is not willing, do not force them.
3. Focus upon team member's efforts and performance rather than overall outcome of the event. This assists the players in setting realistic goals related to their ability by reducing the emphasis on winning.
4. Teach your team members that honest effort is as important as victory so that the result of each game is accepted without undue disappointment.
5. Encourage your team members always to play by the rules.

- 6.** Never ridicule or yell at your team members for making a mistake or losing a competition. Control your temper. Verbal abuse of officials and sledging other players, deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport and may be a breach of your state, league or national Member Protection Policy.
- 7.** Remember, your team members should be involved in Football/Netball for their enjoyment, not yours.
- 8.** Remember your team members learn best by example. Applaud good play by both your team and by members of the opposing team.
- 9.** If you disagree with an official or umpire, raise the issue through the appropriate channels rather than questioning the official's judgement and honesty in public. Remember, most officials give their time and effort for your team member's involvement.
- 10.** Support all efforts to remove verbal and physical abuse from junior sporting activities.
- 11.** Support all club officials in maintaining the highest standard of behaviour both on and off the field for the betterment of the league and your club. Offer your assistance to the team whenever possible so that every opportunity is being provided for the very best supervision and support. Your involvement will give both yourself and team members far more satisfaction.
- 12.** Avoid use of derogatory language based on gender or race. Respect the rights, dignity and worth of all participants regardless of the gender, ability, cultural background or religion.
- 13.** Have a Working with Children Check carried out and record your card number and expiry date with the club.
- 14.** Agree to abide by the League's policies as listed on the website and in the information booklet and operations manual.

CODE OF CONDUCT – UMPIRE

In addition to GFNC's General Code of Behaviour, you must meet the following requirements about your conduct during any activity held or sanctioned by GFNC and in your role as an umpire appointed by GFNC:

- 1.** Treat all players with respect always.
- 2.** Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring players play within the rules. Reasonable care consists of advising the players of illegal body movements, showing due diligence in detecting infringements and penalising rule breakers.
- 3.** Place the safety and welfare of the players above all else. Although it is the responsibility of umpires to ensure that the playing conditions are safe, in the end it is the association's decision. If a supervisor or equivalent is appointed and present at the match they would decide whether the game should commence or continue and deal with any emergencies relating to a safe environment or anticipate any foreseeable dangers and deal with it appropriately. If no such person is present, you should decide as to whether the match should commence or continue due to adverse conditions, safe environment or foreseeable dangers.
- 4.** Umpires must be impartial and maintain integrity in their relationship with other umpires, players and coaches.
- 5.** Avoid situations which may lead to a conflict of interest.
- 6.** Be courteous, respectful and open to discussion and interaction.
- 7.** Value the individual in sport. Ensure the players have the opportunity for discussion with you after the match.
- 8.** Seek continual self-improvement through study, performance appraisal and regular updating of competencies. Maintain or improve your current badge level and seek continual improvement.
- 9.** Encourage inclusivity and access to all areas of officiating. Aim for excellence based upon realistic goals and due consideration for growth and development.
- 10.** Be a positive role model in behaviour and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of football, netball and umpiring.
- 11.** Refrain from any form of personal abuse towards players. This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed towards the players from other sources while they are playing.
- 12.** Refrain from any form of harassment towards players. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status, and other conditions.
- 13.** Show concern and caution towards ill and injured players. You should enforce the blood rule and apply procedures regarding ill or injured players according to the rule book. Common sense must be applied in all cases.



Cybersafety Policy

GORDON FOOTBALL & NETBALL CLUB INC.

The Gordon Football & Netball Club has adopted this policy in line with:
Worksafe AFL Victoria Country Cybersafety Policy

Rationale

WorkSafe AFL Victoria Country has an obligation to maintain a safe physical and emotional environment for league officials, staff, registered players, umpires, coaches, club members, parents, spectators and sponsors. This responsibility is increasingly being linked to the use of the Internet and Information & Communication Technologies (ICT), and has seen the emergence of a number of related Cybersafety issues. The Internet and ICT devices/equipment bring great benefits to all users and to the effective operation of the WorkSafe AFL Victoria Country, individual leagues and clubs.

WorkSafe AFL Victoria Country places a high priority on the acceptable use of ICT devices/equipment which will benefit members however; it recognises that the presence in the sporting arena of these technologies can also facilitate anti-social, inappropriate, and even illegal behaviour and activities. WorkSafe AFL Victoria Country aims, therefore, to maximise the benefits of these technologies, while at the same time to minimise the dangers and manage the risks.

Policy

WorkSafe AFL Victoria Country and its member clubs will develop and maintain rigorous and effective Cybersafety practices which aim to maximise the benefits of the Internet and ICT and allow for the effective operation of WorkSafe AFL Victoria Country and member leagues and clubs, whilst minimising and managing any risks.

These Cybersafety practices will aim to not only maintain a cyber safe sporting environment but also to address the needs of the league officials and club members to receive education about the safe and responsible use of present and developing information and communication technologies. Associated issues the League will address include the need for relevant education about Cybersafety for WorkSafe AFL Victoria Country and its leagues & clubs, the need for ongoing funding for Cybersafety practices through inclusion in the annual budget, implications for the design and delivery of the cybersafety program, the professional development and training, disciplinary responses to breaches of the cybersafety policy and the availability of appropriate professional support.

WorkSafe AFL Victoria Country takes seriously its responsibility in providing robust policy, guidelines and education for its members in relation to what is deemed acceptable and appropriate online behaviours. The League and/or club name, motto, crest, logo and/or uniform must not be used in any way which would result in a negative impact for the league or club and its members. Members of WorkSafe AFL Victoria Country and its clubs have a responsibility to ensure that all online communications are in keeping with the leagues expectations in relation to appropriate and respectful interactions with officials, coaches, umpires, players, parents, spectators and sponsors. Players will not post inappropriate comments about individual WorkSafe AFL Victoria Country or club members which if said in person during the playing of a game would result in disciplinary action being taken.

"Cyberbullying is a way of delivering covert psychological bullying. It uses information and communication technologies to support deliberate, repeated and hostile behaviour, by an individual or group that is intended to harm others." (Belsey 2007)

Cyberbullying includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, racially vilifying or threatening another person by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, phone messages, digital pictures or images, or Web site postings (including social network sites eg facebook or blogs) and the sending, receiving and/or possession of naked or sexually explicit images of a person. Club members must also be aware that postings from their individual accounts, whether done by themselves or another person will remain the responsibility of the account owner.

All members of WorkSafe AFL Victoria Country and individual clubs must be aware that in certain circumstances where a crime has been committed, they may also be subjected to a criminal investigation by Police over which the league and/or club will have no control. This particularly applies to 'sexting' where the image is of a person under the age of 18 years whereby Police will be informed immediately a club becomes aware of the situation.

Procedure

WorkSafe AFL Victoria Country and/or club officials or members who feel that they have been the victims of such misuses of technology should save and store the offending material on their computer, mobile phone or other device. They should then print a copy of the material and immediately report the incident to the relevant club/league representative.

All reports of cyberbullying and other technology misuses will be investigated fully in accordance with WorkSafe AFL Victoria Country Rule 5.0 and may result in a notification to Police where the WorkSafe AFL Victoria Country, league or club is legally obliged to do so.

If the WorkSafe AFL Victoria Country and/or individual League's executive receives a complaint about an online issue, the allegations will be forwarded to the relevant League Investigation Officer.

If there is evidence, charges will be laid and the complaint will proceed to the league's Independent Tribunal, exactly the same as if the investigation relates to physical violence or other reportable offences.

Penalties

Any proven charges will automatically lead to a minimum of a two (2) match suspension for a registered player. In deciding the final penalty, consideration will be given to the seriousness of the act, the impact on the victim, the impact on the club/league/WorkSafe AFL Victoria Country and the prior good history or otherwise of the player. Players charged with these types of offences for a second or subsequent time and where a suspension has been previously imposed will face deregistration.

Any player presented before the tribunal for the first or subsequent time on a cyberbullying offence must be aware that the penalties available to the tribunal members will cover the complete range including deregistration.

In the case of a non playing club member being proved to have engaged in harassment or bullying, the club employing, engaging or otherwise associated with the person at the time of the conduct shall be deemed to be vicariously liable for the conduct of the person and shall pay to the League a penalty to be determined by the league.

Important terms used in this document:

(a) The abbreviation '**ICT**' in this document refers to the term 'Information, Communication and Technologies.

(b) '**Cybersafety**' refers to the safe and responsible use of the Internet and ICT equipment/devices, including mobile phones

(c) The term '**ICT equipment/devices**' used in this document, includes but is not limited to, computers (such as desktops, laptops, PDAs), storage devices (such as USB and flash memory devices, CDs, DVDs, floppy disks, iPods, MP3 players), cameras (such as video, digital, webcams), all types of mobile phones, video and audio players/receivers (such as portable CD and DVD players), Gaming Consoles, and any other, similar, technologies as they come into use.

Policy Promotion

The Club will promote the Cybersafety policy regularly by:

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signed: Kellee Frazer

Signed: Sam Ascough

Position: President

Position: Secretary

Date: 01.01.2026

Date: 01.01.2026

Next policy review date is: **01.01.2027**



Anaphylaxis Policy

GORDON FOOTBALL & NETBALL CLUB INC.

Anaphylaxis is a severe, rapidly progressive allergic reaction that is potentially life threatening.

The most common allergens in school aged children are peanuts, eggs, tree nuts (cashews, almonds, hazelnuts), cow's milk, fish and shellfish, wheat, soy, sesame, latex (rubber gloves, balloons), certain insect stings (bees, wasps, and jumper ants) and medication (antibiotics and aspirin).

Rationale

Gordon Football Netball Club Inc recognises that:

- Anaphylaxis is a serious health issue and a medical emergency requiring rapid response
- The key to prevention of anaphylaxis is to be aware of those club members who have been diagnosed at risk, be aware of triggers and individual treatment required to maximise treatment of anaphylaxis

Parent/member Responsibility

- All members who have been diagnosed by a medical practitioner with anaphylaxis must provide the club with an Individual Anaphylaxis Management Plan (IAMP) prior to the member commencing a playing season.

The IAMP must contain the following information-

- Information about the medical condition that relates to allergy and the potential for allergic reactions, including the allergy or type of allergies the child has, based on a diagnosis from a medical practitioner
- Information regarding who will have the child's medication
- The child's emergency contact details.
- An ASCIA Action Plan signed by a medical practitioner, with a current photograph provided by the parent and updated annually or if any changes occur
- Adrenaline auto injectors (AAI) must always be carried by a club member or supervising adult.
- Parents must inform the club if their child's medical condition changes

NO CLUB MEMBER IS TO BE LEFT AT THE CLUB FOR ANY REASON WITHOUT THE APPROPRIATE PLAN AND MEDICATION BEING WITH THEM AND A SUPERVISING ADULT MADE AWARE THAT THEY ARE PRESENT

Club Responsibility:

- There will be at least one person present at all game days and training session that has undergone registered anaphylaxis training
- All managers will have a copy of any management plans required for their team
- A team delegate must have a copy of all management plans identified within their area of responsibility
- Trainers must be made aware of any person who may be medically diagnosed with anaphylaxis
- The club will have General use AAI available if required

Noncompliance

All club committee members will enforce the Anaphylaxis Policy, and any noncompliance will be handled according to the following process:

- Explanation of the club policy to the person concerned
- Inability to take the field until appropriate compliance is observed ie IAMP is in place, Action plan and associated medication is supplied

Policy Promotion

The Club will promote the Anaphylaxis policy regularly by:

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

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Australian Society of Clinical Immunology and Allergy (ASCIA) Action plans can be downloaded from www.allergy.org.au website

Signed: Kellee Frazer

Position: President

Date: 01.01.2026

Signed: Sam Ascough

Position: Secretary

Date: 01.01.2026

Next policy review date is: **01.01.2027**



Alcohol Management Policy

GORDON FOOTBALL & NETBALL CLUB INC.

This policy provides the basis for a balanced and responsible approach to the use of alcohol at **Gordon Football & Netball Club Inc.** events and activities. This policy will help to ensure the club:

- Meets its duty of care in relation to the health and safety of our members and guests who attend our club functions.
- Upholds the reputation of the club, our sponsors and partners.
- Understand the risks associated with alcohol misuse and our role in minimising this risk.

Gordon Football and netball Club Inc. recognises the legal responsibilities, financial and social benefits of holding a liquor license in the community. In doing, so we will adhere to liquor licensing laws and the criteria of the *Good Sports* program.

Accordingly, and to ensure the aims of the club are upheld and that alcohol is managed responsibly, the following policy requirements will apply:

- When alcohol is served by the club at our facilities or during a club function, even if offsite
- To all players, coaches, officials, members, club visitors, club facilities, club functions and other activities undertaken by the club where alcohol is consumed.

General Principles

- A risk management approach will be taken in planning events/activities involving the sale, supply or consumption of alcohol. Such events will be conducted and managed in a manner consistent with liquor licensing legislation and this policy.
- Alcohol misuse can lead to unsafe or unacceptable sexual and/or violent behaviour, drink-driving and other alcohol-related harm. Excessive consumption of alcohol will not be an excuse for unacceptable behaviour, particularly behaviour that endangers others or breaches the law, this policy or any other policy of the club.

Committee Members, Members, Players and Officials

- Must not compete, train, coach or officiate if affected by alcohol.
- Must not provide, encourage or allow people aged under 18 to consume alcohol.
- Must not participate in or encourage excessive or rapid consumption of alcohol (including drinking competitions).
- Must not pressure anyone to drink alcoholic beverages.
- Must not post images on social media of themselves or others drinking alcohol at club-related activities.
- Must accept responsibility for own behaviour and take a responsible approach and use good judgment when alcohol is available.

General

The club will ensure that:

- A current and appropriate liquor license is maintained.
- The club's liquor license will be displayed as near as practical to the entrance of the clubroom or beside the bar/canteen (as required by law).
- All mandatorily required liquor licence signage will be displayed in each area/room covered by the club's license.
- The names of Responsible Service of Alcohol (RSA) trained personnel will be displayed and/or kept in a folder at the canteen/bar.
- Bar servers of alcohol are not permitted to consume alcohol when on duty.
- Information posters about 'Standard Drink measures' will be displayed prominently near where alcohol is served.
- An Incident Register will be maintained (at the bar/canteen) and any alcohol-related incident will be recorded on the register.

Functions

The club will not:

- Conduct functions where a minimum amount of liquor sales is required
- Conduct 'all you can drink' functions
- Provide alcohol-only drink vouchers for functions
- Include alcohol in the price of tickets (or will limit 'free' drinks to a maximum of two).

Advertisements for functions will:

- Not overemphasise the availability of alcohol or refer to the amount of alcohol available
- Not encourage rapid drinking or excessive drinking
- Give equal reference to the availability of non-alcoholic drinks
- Display a clear start and finish time for the function.

Service of Alcohol

Alcohol will be served according to the club's Liquor Licence with the safety and well-being of members and guests the priority. The club will ensure:

- Only RSA trained bar servers with current qualifications will serve alcohol.
- People under 18 will not serve alcohol.
- Excessive or rapid consumption of alcohol is not encouraged which includes not conducting:
 - Happy hours
 - Cheap drink promotions
 - Drinking competitions.
- That service of double/triple measures of spirits is discouraged.
- When serving non pre-packaged alcohol (e.g. drinks in glasses), standard drink measures will be served at all times.
- Where possible, alcohol will cease being served at least an hour before the designated time for close of the function. Non-alcoholic beverages will continue to be made available during the last hour of service.

Intoxicated people

- Intoxicated people will not be permitted to enter the premises.
- Alcohol will not be served to any person who is or appears intoxicated.
- Bar servers will follow RSA training procedures when refusing service to an intoxicated person.
- If a person becomes intoxicated (and is **not** putting other people at risk with their behaviour) they will not be served alcohol but will be provided with water and options for safe transport home from the club (where available).
- If a person becomes intoxicated (and **is** putting other people at risk due to their behaviour) they will be asked to leave the premises immediately and offered safe transport options (where available). Police may also be contacted to remove the person, if required.
- Any alcohol-related incident and any action taken will be recorded in the club's incident register.

Underage Drinking

- Alcohol will not be served to persons aged under 18.
- Servers and committee members will ask for proof of age whenever the age of a person requesting alcohol is in doubt.
- Only photo ID's will be accepted as 'proof of age'.
- The club will discourage the drinking of alcohol in the change-rooms to reduce the risk of minors being served alcohol illegally.

Availability of Non-Alcoholic and Low Alcohol Drinks

The club recognises that alcohol is not the only revenue stream available and actively encourages the sale of alternative products to that of alcohol.

- Tap water will be provided free of charge (where available).
- At least four non-alcoholic drinks and one low-alcoholic drink option will always be available and priced at least 10% cheaper than the cheapest full strength drink.
- Non-alcoholic drinks should be clearly visible and adequate in variety and supply.

Food

- Substantial food (more than chips, nuts and similar snacks) will be available when alcohol is available for more than 90 minutes or more than 15 people are present (e.g. soup, toasted sandwiches, pizza, BBQ, salad rolls).

Alcohol into Home Match Days

- Bringing of alcohol into the licensed premises is strictly prohibited.

Junior Training and Games

- The consumption of alcohol during junior games is strictly prohibited and we strongly discourage the consumption of alcohol during junior training sessions.

Safe Transport

The club recognises that driving under the influence of alcohol or drugs is illegal and hazardous to individuals and the wider community. Accordingly, the club implements a Safe Transport Policy that is reviewed regularly in conjunction with this Alcohol Management Policy. We ask that all attendees at our functions plan their transport requirements to ensure they arrive home safely and prevent driving under the influence of alcohol or drugs.

Club Trips

The club will monitor and ensure any club trips, particularly end of season player trips, strictly adhere to responsible behaviour and alcohol consumption in accordance with the principles of this policy and the aims of the association. The club will not actively promote or fundraise for player's end of season trips, thereby minimising the club's risk and liability if an alcohol-related incident occurs.

Awards/prizes

The club will avoid providing awards (e.g. at end of season presentations) and fundraising prizes that have an emphasis on alcohol as a reward.

Policy and Responsible Use of Alcohol Promotion

- The club will promote the alcohol management policy regularly:
 - By putting a copy of the policy on the website and in member/player information
 - In club newsletters and flyers/invitations for functions
 - Via social media
 - Through periodic announcements to members at functions.
- The club will educate club members and supporters about the alcohol policy and the benefits of having such a policy.
- The club will actively demonstrate its attitude relating to the responsible use of alcohol and promote positive messages through its social media platforms.
- The club will not advertise, promote or have alcohol served or consumed at junior events or activities.
- The club will pursue non-alcohol sponsorship and revenue sources.
- The club will actively participate in the Australian Drug Foundation's *Good Sports* program with an ongoing priority to maintain Level 3 accreditation

Non Compliance

All club committee members will enforce the alcohol management policy and any non-compliance, particularly in regard to Licencing Laws, will be handled according to the following process:

- Explanation of the policy to the person/people concerned, including identification of the section of policy not being complied with.
- 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 facilities or function.

Policy Management

The presence of a bar manager and/or committee members is essential to ensure compliance with this policy. The bar manager or at least two committee members who are RSA trained are required to be present at all club functions when the bar is open. Key responsibilities of the bar manager/duty committee members are to ensure:

- Compliance with this policy and the liquor licensing laws
- Persons under 18 years of age are not served alcohol
- Intoxicated people are not served alcohol and are asked to leave after safe transport options are offered or provided
- Any alcohol-incidents are recorded in the incident register
- Visiting police are cooperated and assisted with any inquiries

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signature

Signed: Kellee Frazer

Position: President

Date: 01.01.2026

Signed: Sam Ascough

Position: Secretary

Date: 01.01.2026

Next policy review date is: **01.01.2027**

Alcohol Inclusive Functions Policy

GORDON FOOTBALL & NETBALL CLUB INC.



Introduction

Whilst it is always preferable for members to purchase their own drinks across the bar as this practice reduces high risk drinking and allows bar servers to monitor patron behaviour there are functions where clubs prefer to include alcohol as part of the overall ticket price. To prevent such events being seen by some as 'all you can drink' it is important for restrictions on alcohol availability. The following document sets out a number of strategies clubs can implement to limit risky drinking practices thereby protecting members as well as the clubs' liquor license against significant State based fines.

This document is designed to be discussed with a clubs' Good Sports Project Officer at the time of Level 2 and 3 Club Accreditation meetings. In order for the club to progress to the next Level of accreditation or pass a monitoring meeting for existing Level 3 clubs, the club needs to adopt all the below listed required strategies as well as the ability for the club to propose alternative strategies.

REQUIRED Strategies (for licensed sporting clubs)

1	<p>Limited time of event where alcohol is included within ticket price – no more than 120 minutes, taken in full or broken into separate time blocks. After this time expires drinks purchased at bar prices.</p> <p>This time allocation includes recommendation of guideline 2 from the National Health & Medical Research Council 2009, page 51, which states 'for healthy men and women, drinking no more than <u>4 standard drinks</u> on a single occasion reduces the risk of alcohol-related injury arising from that occasion'</p>
2	Drinks only purchased by patrons for their own consumption from the bar where trained RSA bar servers are present
3	Availability of substantial food.
4	Communication of the function conditions to members.

OPTIONAL (recommended) Strategies

Periods of time during function where alcohol is not available
(rest period / entertainment provided)

OTHER Good Sports approved strategy(s)

Periods of time during function where alcohol is not available
(rest period / entertainment provided)

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signature

Signed: Kellee Frazer
Club President

Date: 01.01.2026

Signed: Sam Ascough
Club Secretary

Date: 01.01.2026

Next policy review date is **01.01.2027**