



Fremantle District Cricket Club Code of Conduct

INTRODUCTION

The Fremantle District Cricket Club is one of 16 Premium cricket clubs competing in Western Australia that aims to promote and develop cricket by providing players with exciting opportunities to compete and achieve success at a high level. To achieve this the FDCC provides players with an environment that enables individuals to reach their full potential.

In providing this opportunity, there is an uncompromising expectation that as a representative of the FDCC every member will adhere to a Code of Conduct to ensure behaviours respect the rich history and reputation of our club.

The Code of Conduct should be read in conjunction with the FDCC *Standards and Expectations* and *Port Way* documents.

CODE OF CONDUCT

This Code of Conduct protects and strengthens the reputation of the Club by establishing performance, behaviour and professionalism standards. All players, coaches, members and spectators are expected to abide by the Code at all times while representing the Club, wearing Club merchandise and at the clubrooms.

Representing the Club

When representing the FDCC you are expected to conduct yourself in a manner that upholds the reputation and public image of this great club and does not compromise the strong standing it has in the local and cricketing communities.

You are representing the FDCC under the following situations:

- When dressed in club attire or anything that links you to the Club, including on- and off-field apparel;
- Anytime you are on club premises/grounds;
- Anytime you are participating as a team player, coach or official;
- As any part of any representative team as a player, coach or official;
- As a supporter at any home or away fixture (including finals);
- When attending any function on behalf of the Club;
- When conducting any fundraising activities on behalf of the Club;
- When you are at any event organized by the Club or the WACA.

Respect of Clubrooms and Facilities

It is expected that all players, members, officials and supporters who use the facilities of the Club do so in a responsible and respectful manner.

Any behaviour that is inconsistent with our values and could be viewed as intimidating or damaging to person or property will be met with zero tolerance. It is also expected that all players, members and supporters to demonstrate the same level of respect and behaviour when visiting other Clubs and utilising their facilities.

Any person observed conducting themselves in an irresponsible manner will be immediately requested to leave the premises, and where appropriate, may be subject to disciplinary action.

Alcohol

The FDCC commitment to the responsible service and consumption of liquor is demonstrated through its involvement under the Good Sports Program. Irresponsible conduct in the use of liquor on the club's premises has the potential to not only compromise the Club's liquor licence but also have an impact on any future development in relation to the operation of the liquor licence.

The Club is cognisant of its position within the local community and the fact that the Club has a junior component. In this regard, the FDCC is committed to promoting the responsible consumption of liquor to minimise any harm that may be caused person or property due to the use of liquor.

Unacceptable behaviour by a player, member, official or supporter due to the use of liquor while representing the FDCC in any circumstance will not be tolerated and will be requested to leave the premises and be subject to disciplinary action.

Furthermore, any player or coach who presents to training or match day under the influence of liquor will be requested to cease from participating any further and directed to immediately leave. A player or coach issued with such a direction will be subject to disciplinary action.

Drugs

The FDCC has a zero tolerance on drugs and vehemently opposes the use or dealing in illicit drugs.

Any player, coach, official or member found consuming, possessing or dealing in illicit drugs, will in the absence of mitigating circumstances, be deemed to have committed a serious act of gross misconduct against the Code of Conduct and will be subject to disciplinary action.

A person found in breach of this Code by the FDCC Disciplinary Panel in respect to drugs will be subject to the strongest penalties available.

Social Media

Social media is available in a range of platforms and is far reaching – it has no boundaries. However, despite all the good aspects of social it has the propensity, if users are not careful in their conduct, to damage the brand of a club such as ours and affiliates.

In this regard, if you engage in any social media platform please remain respectful and do not place the Club in a compromising position. Further, the Club's website/Facebook page is not to be used for personal intentions; eg, seeking employment or self-promotion.

If any player, member or official of the Club is found to have engaged in, or is suspected of engaging in, unacceptable behaviour on a social media platform that compromises the Club's reputation or has any impact/connection in relation to the WACA or Cricket Australia, may be dealt with by the FDCC (by of the Disciplinary Panel), WACA or Cricket Australia as considered appropriate.

It will not be a defence for the person to claim that they were not aware that the content could or would be made publicly available in making an unacceptable comment on social media.

Unacceptable behaviour may include (but not limited to):

- Criticising umpires, players or any other person connected to the FDCC, WACA or Cricket Australia;
 - Engaging in any form of bullying, condescending or offensive behaviour (including racist or sexist);
 - Engaging in any other behaviour that the FDCC, WACA or Cricket Australia considers inappropriate and is deemed to have breached respective Codes of Conduct.
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Respecting Our Local Community

The FDCC is very much embedded within the local community and will, in the future, have even further residential properties surrounding the Club. With this in mind, collectively we must respect the amenity of the local community that we belong to.

In this regard, the FDCC respects the rights, privacy and well being of all local residence within proximity of the FDCC facilities. All players, members, officials and supports are to be cognisant of this when coming to and leaving club facilities during training, match days and social events.

Not respecting the amenity of the local area may ramification on the operation of the Club's liquor licence and the ability for us to continue to hold a licence.

DISCIPLINARY PANEL

Composition

The Disciplinary Panel will consist of the Vice President Playing Group and two members of the Committee (who are not part of the Executive Committee) and the Director of Coaching (or Head Coach in the absence of the Director).

The Panel will convene when a player, member, official or supporter has violated the Code of Conduct, the FDCC *Standards and Expectations* and *Port Way* requirements and is required to appear before the Panel.

Sanctions

The Disciplinary Panel after hearing the circumstances of a violation, may if warranted, elect to impose the following sanctions on a person:

- Revoke/Expel the person from the Club.
- Terminate a playing contract.
- Suspend the person from the Club for a determined period.
- Issue a fine.
- Direct the person to make a verbal or written apology.
- Direct to person undertake counseling.
- Issue a reprimand.
- Impose any other such sanction considered relevant to the violation.

The Panel may impose more than one sanction. Further, the panel can also take into consideration past indiscretions by the person when determining an appropriate sanction.

Appeal

A person who has been issued a sanction by the Disciplinary Panel may appeal to the Executive Committee, being the President, Vice President House, Vice President Facilities, Secretary and the Treasurer for a review of the determination.

An appeal to the Executive Committee can only be to dismiss or uphold the decision of the Disciplinary Panel. The decision of the Executive Committee in all cases shall be final and binding.
