

SUBIACO FOOTBALL CLUB



CODE OF CONDUCT

1. Purpose

The purpose of this Code of Conduct is to establish clear standards of behaviour for all individuals associated with Subiaco Football Club, to uphold the integrity and reputation of the Club and the game, and to promote a safe, respectful, inclusive and high-performing club environment on and off the field.

2. Scope

This Code applies to all individuals associated with the Club, including:

- Staff and contractors
- Players
- Coaches and football staff
- Volunteers and officials
- Members and supporters

3. Core Principles

All individuals are expected to:

- Act with integrity, honesty and professionalism at all times
- Show respect to teammates, opponents, officials, staff and the broader community
- Promote a safe, inclusive and welcoming environment
- Uphold the reputation of the Subiaco Football Club and WA Football
- Demonstrate accountability for their actions on and off the field

These principles align with WA Football “True Sport” values including respect, fairness, inclusion and safety.

4. Expected Behaviours

4.1 All Participants

All individuals must:

- Comply with all Club policies, WA Football regulations and applicable laws
- Treat others with dignity and respect, free from bullying, harassment or discrimination
- Act in a manner that does not bring the Club or the game into disrepute
- Follow all health, safety and safeguarding requirements

4.2 Staff and Volunteers

Staff and volunteers must:

- Lead by example and model positive behaviours at all times
- Maintain professional boundaries and ethical conduct
- Act in the best interests of the Club and its stakeholders
- Manage conflicts of interest appropriately
- Provide a safe workplace in line with WHS and safeguarding obligations

4.3 Players

Players are expected to:

- Display sportsmanship and respect toward teammates, opponents and officials
- Adhere to team standards, training expectations and club values
- Play within the spirit of the game and competition rules
- Take responsibility for personal conduct on and off the field
- Refrain from behaviour that damages the Club's reputation (including online/social media)

4.4 Coaches and Football Staff

Coaches and football staff must:

- Foster a positive, safe and inclusive environment for all athletes
- Prioritise player wellbeing alongside performance
- Provide fair, honest and constructive feedback
- Promote equal opportunity and respect across all programs
- Adhere to safeguarding and child-safe practices

4.5 Members and Supporters

Members and supporters are expected to:

- Behave respectfully at all Club events and match days
- Support players, coaches and officials in a positive manner
- Refrain from verbal abuse, discrimination or aggressive behaviour
- Comply with venue rules and Club expectations
- Represent the Club positively in the community

5. Prohibited Conduct

The following behaviours will not be tolerated:

- Bullying, harassment, discrimination or vilification
- Violence, threats or intimidation
- Abuse of officials, staff, players or spectators
- Substance abuse that impacts safety or reputation
- Corrupt or dishonest practices, including match manipulation or misconduct
- Any conduct that brings the Club or the game into disrepute

6. Reporting and Accountability

- All individuals are responsible for reporting suspected or actual breaches of this Code.
- Reports can be made to Club management, including the CEO, or to the Board (via the CEO or the Board Chair), or escalated externally to the WA Football Integrity Officer where appropriate.
- Matters will be handled as confidentially as practicable and in accordance with relevant Club policies and applicable WA Football processes.
- The Club is committed to procedural fairness. This includes that concerns will be assessed impartially, relevant parties will have an opportunity to respond, and decisions will be made based on validated information.
- The Club will not tolerate retaliation against any person who raises a concern or participates in an investigation in good faith. Retaliatory conduct may be treated as a breach of this Code.

7. Breaches and Disciplinary Action

Breaches of this Code may result in disciplinary action, including:

- Warnings
- Suspension
- Termination of employment, playing contract or membership
- Referral to WA Football or governing bodies where applicable

8. Promotion and Implementation

The Club will:

- Communicate this Code to all stakeholders
- Embed expectations through inductions, contracts and membership processes
- Display behaviour standards across facilities and communications

- Review the Code periodically to remain aligned with WA Football and governance requirements

9. Commitment

All individuals associated with Subiaco Football Club are required to:

- Read and understand this Code
- Agree to comply with its requirements
- Contribute to a strong, respectful and high-performing club culture

10. Document Control

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