



PERTH FOOTBALL CLUB

CODE OF CONDUCT

Approved April 2023

Approved by PFC President Adrian Barich _____,

PFC Chief Executive Officer Russ Clark _____

Next Review - April 2026

1. Overview:

What is the Perth Football Club Code of Conduct and why do we need it?

The Code sets out appropriate guidelines for an acceptable standard of behaviour and conduct required of all persons directly associated with the Perth Football Club (PFC) that will ensure that they have a positive, safe and enjoyable experience when involved with the Club's business and social activities.

Our Code of Conduct requires adherence to all applicable policies and procedures be they approved by the Board or as required under any license, law, or regulatory obligation. As a Club we need to establish and maintain conduct consistent with all legal or regulatory requirements.

The Code also enables action to be taken against anyone engaged in a PFC activity or event that behaves in an unacceptable manner. The Code also helps to fulfil the Club's legal responsibilities by addressing items that have the potential to become a liability within the workplace and social environment.

When and to whom does the PFC Code of Conduct apply?

Our values have been developed to frame the behaviour and conduct of all those associated with the Club towards each other and the community. These values shape and inform the culture of the Club and reflect both internal and external behaviours and conduct.

Our Code of Conduct is directed towards building and sustaining positive relationships whilst also establishing how anyone who is adversely affected by the behaviour or conduct of another can seek redress.

The Code applies to Board members, committee members, employees both permanent and casual, contractors, volunteers and players and governs how each person should relate to other staff, professionals, participants, volunteers, visitors, members, the community, and stakeholders.

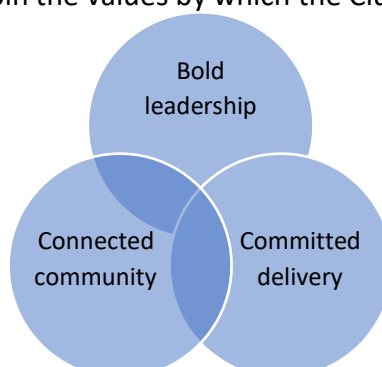
The Code does not describe in detail an exhaustive list of what to do, or not do, in every aspect of involvement but represents a broad framework that guides conduct and behaviour.

Ethical Principles

The Code is underpinned by a set of ethical principles and values:

Respect	Dignity	Honesty	Integrity	Accountability	Trust
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These ethical principles underpin the values by which the Club operates:



What happens when the PFC Code of Conduct is breached?

Any individual, group or team found to have behaved inappropriately and breached the Code and the breach has been verified may face disciplinary action including but not limited to:

- An oral or written warning
- Removal from the venue
- A ban from specific future activities or events
- A suspension
- Revoked membership

In extreme cases termination of employment or contract may occur and/or notification to the police of appropriate matters.

How are breaches of the Code of Conduct to be reported?

If any person becomes aware of a possible breach of the Code including any unacceptable behaviour directed towards you it should immediately be reported to your manager or a Senior Club personnel and an incident report completed and signed.

While reports can be made anonymously this is not encouraged.

If you become aware of inappropriate behaviour during an event and feel confident enough to do so, speak with the person involved and ask them to stop. If they respond positively and the behaviour is relatively minor no further action is required.

Should the person behaving inappropriately be a minor, care should be exercised and if possible speak with an adult accompanying them.

In no event should physical contact be made or should you become involved in any physical altercation.

Enforcement:

The PFC will only enforce the terms of the Code and invoke sanctions if it has given the party alleged to have infringed either verbally or in writing:

- Reasonable details of the alleged breach
- Notice of possible sanctions; and
- The opportunity to be heard in relation to the breach and sanctions.

Unless otherwise advised the imposition of a sanction is immediate and the party will be advised accordingly in writing.

Non-retaliation Policy:

People are encouraged to share their concerns with the Club without fear of retaliation. Accordingly, no adverse action will be taken against any person for complaining about, reporting, or assisting in the investigation of any breach of the Code unless the information provided is found to be intentionally false or not provided in good faith.

All such communication will be treated with the utmost confidentiality.

Copies of the Code of Conduct:

A copy of the Code is available from the Club's administration and as well as the Club's website. A digital copy will be made available on request and provided at all induction presentations.

The Code:

The Board has specific financial, governance and accountability duties which at times require confidentiality and provision of support to all stakeholders of the Perth Football Club.

As far as possible Directors are expected to speak positively about the Club, its players, staff club members and other stakeholders.

We the Board and all staff, players, members and volunteers in the Perth Football Club agree to:

- Treat each other with respect and dignity
- Act honestly and in good faith
- Respect the trust placed in us by those we work for and those we work with
- Respect the privacy and confidentiality of others
- Think before we act
- Promote our individual and collective professional integrity
- Not engage either directly or indirectly in any betting on WAFL matches.
- Adhere to all WAFC and Club rules and regulations and policies.
- Ensure responsible consumption of alcohol and not use unauthorized drugs
- Stop the use of bad language
- Promote fair play and good sportsmanship.

Our behaviour

In adopting this Code of Conduct each person will take positive steps to:

- Find opportunities to support and encourage each other daily whether at work, competing in games or at training or on social occasions.
- Respond to behaviours that we do not agree with through internal processes
- Actively promote the Club and its stakeholders in all day-to-day engagements and activities

- Dress appropriately and professionally according to our role
- Respect the importance of being on time and informing the President if appropriate or managers in a timely manner of absences from meetings, work or training or any agreed social event.
- Understand and accept the regulations relating to Anti-doping
- Only apply for and take leave that is due and to which there is an entitlement
- Declare any potential or existing conflict of interest
- Not accept any gifts where doing so could lead to questioning our personal ethics
- Not undertake any form of communication, including through social media, where criticism of any aspect of the Club or persons may be interpreted
- Communicate openly with each other in a respectful manner, even when the conversation is difficult
- Ensure that the resources of the Club are used as required and are not abused in any way
- Be receptive to different points of view
- Take responsibility for own actions
- *Ensure decisions take into account what's in the best interest for the Club as a whole*
- Be open to constructive scrutiny
- Support and nurture a team spirit
- Honour the trust given to us by the Club and by our colleagues
- Ensure that own performance cannot be questioned or challenged on the grounds of a lack of commitment and accountability
- Respect the confidentiality of others and not participate in or encourage malicious gossip
- Contribute to developing and supporting colleagues and assisting them to achieve their desired outcomes.
- Apply the principles of sustainability to Club resources and areas of expenditure on behalf of the Club
- Never walk past a standard you do not accept

- Encourage others to see the positive side of situations that might otherwise cause concern
- Demonstrate appropriate behaviours when attending public functions on behalf of the Club or when representing the Club
- Not engage in any illegal behaviour including while driving Club owned vehicles
- Do not act in any derogatory manner towards any match official or member or representative of any opposition team
- When working or training unsupervised then do so in the manner expected
- Not engage in any behaviour or conduct that could result in harm or adverse action to another through actions that might constitute harassment, abuse, assault, bullying, intimidation, victimisation or 'gaslighting'
- Not act in a manner contrary to the best interests of the Club, the team or any of the Club's stakeholders.
- Respect and acknowledge the Club's history and achievements.
- Appreciate the support and encouragement given to the Club by all external and third parties.
- Acknowledge any support or assistance received in the appropriate manner

Perth Football Club