**Code Of Conduct**

Our Code is a public statement that Hoppers Crossing Soccer Club is committed to doing the right thing. It serves as a valuable resource to help members, coaches, team managers, volunteers, players and visitors make informed, ethical decisions.

Our Code includes references to relevant Policies, Procedures & Practices as well as other helpful tools and resources. No code of conduct can cover every possible situation, so Hoppers Crossing Soccer Club relies on you to use good judgement and to speak up when you have questions or concerns.

**Who must follow our Code?**

Our Code applies to all members, coaches, volunteers, players, visitors and third parties. We will take appropriate measures where we believe anyone has not met the Hoppers Crossing Soccer Clubs expectations.

**Responsibilities**

**Members, Volunteers, Players and Visitors must:**

* Act in a manner that is safe, ethical and compliant with Football Victoria’s Laws, requirements, values and behaviours
* Raise questions and concerns if you become aware of possible violations of regulations or our Code of Conduct
* Co-operate fully when responding to an investigation

**Coaches, Team Managers and Committee must:**

* Be a positive role model and support your team members by:
* Creating an environment that is respectful and inclusive.
* Encouraging people to speak up.
* Listen and respond to concerns when they are raised.
* Doing your part to make sure that no one experiences retaliation for speaking up or co-operating in an investigation.
* Help team members understand the principles and expectations of our Code, Requirements and Football Victoria’s laws.
* Be consistent when enforcing our requirements and holding people accountable for their behaviour

**When should you speak up?**

Each of us has a responsibility to speak up if we see something unsafe, unethical or potentially harmful. If you have a question, need help or want to raise a concern, see a committee member or raise the concern via our Incident Reporting forms

**Zero tolerance on retaliation**

Hoppers Crossing Soccer Club does not tolerate retaliation. We consider acts of retaliation to be misconduct. Retaliation can take many forms, for example: threats, intimidation, exclusion, humiliation, harassment and raising issues maliciously or in bad faith. If you think that you or someone you know has experienced retaliation, contact any of the committee members.

**Our expectations**

**A safe and secure club**

Nothing is more important to us than the health, safety and security of our members and the communities in which we operate, and behaving responsibly towards our shared environment. We must be vigilant, disciplined, and always looking out for one another. Threats, intimidation and violence will not be tolerated. Each of us is a role model for the safety of our members, coaches, volunteers, players and visitors

Report any accident, injury, illness, or unsafe condition immediately. Never assume that someone else has reported or will report a risk or concern.

**Diversity and inclusion build teamwork and success**

We value the unique contribution that each person brings to Hoppers Crossing Soccer Club. We accomplish more when people from diverse backgrounds and with different talents and ideas work together in an environment where everyone can contribute and make full use of their talents.

• Treat everyone with respect.

• Encourage and listen to those who speak up.

• Be respectful of cultural differences.

**Equal opportunity**

Treat everyone with fairness, respect and dignity. We expect members, coaches, volunteers, players and visitors to act in a way that is consistent with our sense of fairness and equal opportunity.

• Base your decisions on merit – not on race, colour, national origin, religion, gender, age, sexual orientation, gender identity, marital status, disability, or any other characteristic protected by applicable laws.

• Offensive messages, derogatory remarks and inappropriate jokes are never acceptable.

**Harassment and Intimidation**

We do not tolerate any form of abuse or harassment. This includes actions that can reasonably be considered as offensive, intimidating or discriminatory, as well as any form of sexual harassment.

Remember that harassment does not have to occur within the club boundaries to violate our Code or the law.

• Help create an environment free of all forms of harassment.

• Inappropriate comments of a sexual nature or any other sexually offensive behaviour will not be tolerated.

**Sponsors/partners**

Hoppers Crossing Soccer Club will work with our sponsors/partners in an honest, respectful and responsible way. We will build and maintain strong relationships with sponsors/partners. We are a club on which others can rely.

Hoppers Crossing Soccer Club gains its competitive advantages through strong performance rather than through unethical or illegal practices.

**Governing Bodies and Community**

Hoppers Crossing Soccer Club will work with Football Victoria and surrounding communities to contribute to sustainable growth create a safe environment and invest in people. We want to be a trusted neighbour in the communities where we operate and live. Maintaining an open, ethical stance and respecting diversity, local cultures and customs make a positive difference. We encourage participation in the local community.

**Bribery and Corruption**

Hoppers Crossing Soccer Club will not tolerate bribery and corruption in any of its forms in our club. We comply with anti-bribery and corruption laws and regulations and support efforts to eliminate bribery and corruption. We will not offer or accept bribes, kickbacks or any other kind of improper payment

Hoppers Crossing Soccer Club will keep accurate books and records so that payments are honestly described and club funds are not used for unlawful purposes.

**Public communications**

It is essential that our public communications are clear, accurate, consistent and responsible. Remember that your social posts and comments are not anonymous and can negatively impact Hoppers Crossing Soccer Clubs reputation.

**Assets and Financial Integrity**

Hoppers Crossing Soccer Club has a responsibility to protect the clubs value, take care of our assets and resources and to be honest and transparent about our operations and performance. We will ensure all transactions are properly authorized, recorded and reported, as required.

Our Code does not alter the terms and conditions of your acceptance into the club as a member, coach, volunteer, player, or visitor. It details what is expected of everyone at Hoppers Crossing Soccer Club and supports us in being responsible and respectful. Failure to comply with our Code may result in disciplinary action up to and including loss of membership.