

# Caloundra Panthers AFL Club

Code of Conduct 2026



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Community Football | Senior & Junior Competitions

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## **Section 1 : Purpose**

The Caloundra Panthers AFL Club (the Club) is committed to providing a safe, inclusive, respectful and positive environment for everyone involved in Australian Rules Football. This Code of Conduct sets out the standards of behaviour expected of all players, coaches, officials, volunteers, parents, guardians and spectators associated with the Club.

This Code applies to all Club activities, including training, matches, travel, social events and online or digital interactions where an individual is representing, or can reasonably be associated with, the Caloundra Panthers AFL Club.

## **Section 2 : Club Values**

### **Respect – Integrity – Inclusion – Safety and Wellbeing – Sportsmanship**

The Caloundra Panthers AFL Club is built on strong community values that guide how we play the game, how we treat one another, and how we represent our Club both on and off the field. All members are expected to uphold the following values at all times:

#### **Respect**

We treat everyone with dignity and courtesy, including teammates, opponents, coaches, officials, volunteers, parents and spectators. We respect umpiring decisions, Club volunteers, facilities and the broader community, and we play and support the game in a positive and sportsmanlike manner.

#### **Integrity**

We act honestly, fairly and responsibly in everything we do. We take accountability for our behaviour, uphold the rules of Australian Rules Football, and make decisions that are in the best interests of the Club, our teammates and the game. Our actions on and off the field reflect the values and reputation of the Caloundra Panthers AFL Club.

#### **Inclusion**

We are committed to providing a welcoming, inclusive and supportive environment where everyone feels safe and valued. Discrimination, harassment, bullying or vilification of any kind is not tolerated. We celebrate diversity and ensure all participants, regardless of age, ability, gender, background or experience, have the opportunity to participate and belong.

#### **Safety and Wellbeing**

The health, safety and wellbeing of our players, coaches, officials and volunteers is our highest priority. We are committed to providing a safe physical, emotional and

psychological environment, with particular emphasis on safeguarding children and young people. Player welfare will always take precedence over performance or results.

### **Sportsmanship**

We play hard, fair and within the spirit of the game. We show humility in victory and respect in defeat, recognising that Australian Rules Football is a team sport built on effort, resilience and mutual respect. We represent the Caloundra Panthers AFL Club with pride and professionalism at all times.

## **Section 3 : Scope of the Code**

This Code applies to senior and junior players, coaches, officials, volunteers, parents, guardians and spectators and aligns with AFL Queensland policy and processes.

### **Breaches of the Code**

Breaches may result in disciplinary action consistent with Club, competition and AFL requirements.

AFL Queensland confirms that:

- Clubs are expected to manage lower-level conduct matters internally
- Serious matters (vilification, safeguarding, serious misconduct) must be referred to the League or AFLQ
- Local club processes will not replace AFL disciplinary or tribunal systems

The Caloundra AFL Club must act with Transparency; Natural justice; Proportionate responses and Clear escalation pathways.

## **Review**

This Code will be reviewed periodically to ensure alignment with AFL and community standards.

## **SECTION 4 – SENIOR COMPETITION**

### **Senior Players**

Senior players must play within the laws and spirit of Australian Rules Football, respect umpires and opponents, act responsibly on social media, demonstrate professionalism on and off the field and comply with all Club, league and AFL policies.

### **Senior Coaches and Officials**

Coaches and officials must lead by example, prioritise player welfare over winning, provide a safe and inclusive environment and comply with all AFL and AFL Queensland regulations.

### **Supporters and Spectators**

Supporters must encourage positively, respect all officials, refrain from abuse and behave in a manner that reflects positively on the Club.

### **Social Media and Digital Behaviour**

All members must use social media responsibly, avoid abusive or discriminatory content, protect privacy and refrain from posting material that could bring the Club, competition or game into disrepute.

## **SECTION 5 – JUNIOR COMPETITION**

### **Junior Players**

Junior players participate for enjoyment, learning and development and must follow rules, respect others and act safely.

### **Junior Coaches and Officials**

Junior coaches must prioritise safety and wellbeing, coach in an age-appropriate manner, model positive behaviour and meet child safeguarding requirements.

### **Parents, Guardians and Spectators**

Parents and spectators must support a positive, child-safe environment, encourage all players, respect umpires and volunteers and raise concerns through Club processes.

### **Social Media and Digital Behaviour**

All members must use social media responsibly, avoid abusive or discriminatory content, protect privacy and refrain from posting material that could bring the Club, competition or game into disrepute.

### **Safeguarding Children and Young People**

The Club has zero tolerance for child abuse or harm. All concerns must be reported in accordance with Club and AFL safeguarding procedures.

## **SECTION 6- Caloundra Panthers AFL Club Code of Conduct Breach Management Process**

The Club President or Vice President (or their delegate) is responsible for overseeing the Code of Conduct Breach Management Process, ensuring it is applied fairly, consistently and in accordance with AFL and AFL Queensland requirements.

### **1. Reporting a Concern**

Any member, parent, player, official or spectator may raise a concern, complaint or report an alleged breach of this Code of Conduct.

Reports should be made:

- To the **Club President or Vice President, Team Manager** or another nominated committee member; or
- Via a written complaint (email or incident report), where practical.

All reports will be treated seriously and confidentially.

### **2. Initial Assessment**

Upon receiving a report, the Club will:

- Acknowledge receipt of the concern
- Undertake an initial assessment to determine:
  - Whether the matter relates to the Club Code of Conduct
  - Whether it can be managed at club level, or
  - Whether it must be referred to the League, AFL Queensland, AFL Integrity Unit or Police (e.g. safeguarding, vilification, serious misconduct)

### **3. Informal Resolution (where appropriate)**

Where suitable, and for lower-level matters, the Club may seek to resolve the issue informally through:

- Education
- Mediation or facilitated discussion
- Clarification of expectations

Informal resolution will not be used where the matter is serious or involves safeguarding concerns.

#### **4. Investigation and Right of Response**

If a matter proceeds formally:

- The person alleged to have breached the Code will be:
  - Informed of the concern
  - Provided with sufficient detail
  - Given a reasonable opportunity to respond

The Club may:

- Speak with relevant parties or witnesses
- Review any supporting information
- Appoint an impartial person or sub-committee to manage the process

#### **5. Determination**

Following consideration of all information, the Club will determine whether:

- No breach has occurred
- A breach has occurred and requires action
- The matter should be referred externally

All decisions will be made fairly, impartially and based on available information.

#### **6. Possible Outcomes**

Where a breach is substantiated, actions may include:

- Education or counselling
- Verbal or written warning
- Apology or restorative action
- Temporary suspension from activities
- Removal from a role or position

- Referral to the League or AFL Queensland

Any action will be proportionate to the nature and seriousness of the breach.

## **7. Appeals and Escalation**

Where applicable, individuals may request a review of the process by the Club President or Vice President. The review will consider whether the process was followed appropriately and fairly, rather than re-investigating the matter. Nothing in this process limits an individual's right to escalate a matter to the relevant League, AFL Queensland or other appropriate authority where required.

- The president or vice president

## **8. Record Keeping and Review**

The Club will:

- Maintain appropriate records of reports and outcomes
- Review trends to support education and prevention
- Regularly review this process to ensure alignment with AFL and community expectations

## Appendix – Code of Conduct Breach and Complaint Process Flow

This flowchart provides a high-level overview of how Code of Conduct concerns and complaints are managed by the Caloundra Panthers AFL Club.

