



# Player Agreement and Code of Conduct

## PLAYER AGREEMENT

This is the sole agreement between the Player named in the attached Declaration and the Whitehorse Pioneers Football & Netball Club Inc (WPFNC) ("the Club") a member Club of the Eastern Football Netball League (EFNL) ("the League").

The specific terms, conditions and commitments as documented under this Agreement, Player Obligations and Code of Conduct are binding once the attached Declaration has been dated and signed by both the Player and an authorized official of the Club.

The Club and Player acknowledge that this agreement has been entered into in good faith, including but not limited to the full disclosure of the following:

- Any work commitments, planned holidays or leave of absence that would prevent the Player attending all games and training sessions (including any footy camps) during the season.
- All historical playing and award information required to correctly calculate the Player Points Allocation (PPA) value required by the League (if applicable);
- Any current amounts owed by the Player to previous clubs that would result in them denying approval of transfer;
- Any outstanding Tribunal penalties or suspensions.

Failure to disclose in advance any of the above prior to signing will be considered a breach of this agreement.

## Confidentiality

This document the terms conditions stipulations and any attachments are to remain confidential at all times. Any breach of confidentiality may result in an adjustment or possibly cancellation of the agreement.

## Awards

The Player may receive from time to time awards or reimbursement for approved expenses unrelated to participating in fixtured matches and any receipt of such is not to be construed or interpreted as match or player payments.

## Sanctions

The Player can be sanctioned if they are deemed to be in breach of this Agreement or the Player Code of Conduct. The Player will be deemed in breach at the discretion of the Club Disciplinary Subcommittee.

## Disciplinary Subcommittee

The disciplinary subcommittee will be made up of the player leadership group, with the addition of the Senior Coach, and an Executive Committee member when addressing major breaches.

## Player Sponsorship

The player is encouraged to seek out a personal sponsor. This will include benefits to the Player and Sponsor with the intention of generating relationships with a broader sponsor database. Go to



<https://store.whitehorsepioneers.org.au/> then click on MEMBERSHIPS and select **Sponsor: Player & Family Package**.

## Player Subscriptions

The Player must pay without deduction the following applicable fees in **Table A**. Any outstanding amounts from the relevant season will be carried over to the next. Transfers at the conclusion of the agreement will not be approved whilst any amounts remain outstanding to the Club.

Table A - PLAYER ANNUAL SUBSCRIPTION **	
(Full subscription Senior & Reserve Grade)	\$450
(Full Time Student/Apprentice Men) *	\$350
(Full subscription Senior Women)	\$350
(Full subscription Senior Netball)	\$250
(Full subscription Under 19 Men)	\$250
(Full Time Student/Apprentice Women) *	\$250
EFNL REGO & INSURANCE (to be registered & paid directly online by Player) <sup>1</sup>	\$29

Note (\*): Must be enrolled at a University, TAFE or RTO from 1<sup>st</sup> March of the registration year.

Note (\*\*): Annual subscription and joining fees for the forthcoming season are set at the Club's AGM, therefore the amounts shown above may change.

**Table B** is provided as a guide only as the expectation is for players to support Club functions and fundraisers during the season. The amounts stated are subject to change and will be conveyed immediately once pricing structures are confirmed or amended. The purpose of Table B is for the benefit of the player for budgeting purposes, noting there are payment plans available for those seeking flexibility and they can be established through the Club Treasurer or Social Committee Chair.

Table B - CLUB SOCIAL EVENTS & APPAREL COSTS (Plan Ahead)	
SOCIAL FUNCTIONS (for guidance only. Subject to change):	Estimate
Ticket To Annual Ball	\$120
Ticket To Gala Raffle	\$100
Ticket To Presentation Night	\$50
Reverse Raffle/Draw	\$50
NEW PLAYERS: <sup>2</sup>	
Playing Jumper	\$100
Introductory Pack (Shortsx1 + Socks)	\$58



Playing Shorts	\$40
Playing Socks	\$20

1 EFNL Insurance and Club Apparel purchases must be paid before Round 1.

2 Club Polo included in first year subs for new players

Annual Subscriptions must be paid by Round 4 unless alternative arrangements are made, otherwise the Player may not be eligible for team selection. Payment for club events are due in advance of the event.

## PLAYER CODE OF CONDUCT

This "Player's Code of Conduct" was developed jointly by the Player leadership group, coaching staff and committee of the Club.

The Code seeks to promote and strengthen the good reputation of the Whitehorse Pioneers by establishing standards of behaviour that support our goal:

*"To be a united and family orientated club, focusing on playing, and making financial and community improvements to assist the development of members both on and off the football field."*

In addition, it seeks to discourage conduct which could have an adverse effect on the standing and reputation of the Club.

## Core Values

The following criteria make up the basic values reflected by the Club, players, its members, the Player, coaches and committee:

- **Play by the rules** of our Club and the laws of the game.
- **Act respectfully** toward match officials, opposing Club players and supporters, our own players and supporters, coaching staff, and Club officials. Abusive language is unacceptable.
- **Avoid individual or collective behavior** that may reasonably be seen by spectators to be offensive.
- Avoid all acts likely to incite spectators to violence or disorder.
- Do not use remarks based on race, religion, gender, or ability as such comments are offensive and may be illegal.

Failure to comply with any one of the above will result in a minor offence and be subject to sanctions as detailed in this contract.

## Use of Club Property and Facilities

Every Player must show due regard for the property and facilities of the Club and other opposition clubs.

Where a Player breaches this condition, he shall pay the relevant person or organization an amount equivalent to the cost of repairing or replacing the damaged property and/or facility. In the event of a disagreement in value between individuals involved, costs will be determined by the Club committee.

## Health & Wellbeing

The Player is made aware the Club has a Health & Wellbeing Committee (HWC) that is formulated through the SALT program. The Executive on recommendation by the HWC may introduce other programs or bespoke sessions and presentation as it deems appropriate.



The Club will make presentations from time to time through the season or at other times deemed appropriate for the benefit of the player(s) and broader Club cohort, always with the intention of maintaining a healthy culture and personal wellbeing.

Members of the committee will be identified to the Club cohort and any concerns or issues the player may choose or is encouraged to raise will be handled by the committee or a representative of the committee in strictest confidence at the players direction.

## **DRUGS, ALCOHOL, HEALTH & INJURY MANAGEMENT**

### **Drugs**

The use of illicit or illegal drugs is not permitted at any time while the Player is representing the Club.

If the Player is to be found using or appears under the influence of illegal or illicit drugs at any club event including, but not limited to those listed below they will be in breach of contract and subject to sanctions detailed in this contract:

- Game day (away and home)
- Training sessions
- Official club functions (including match awards)
- Training camps
- Club events held at sponsor's venues
- Any other event where the Club may be represented.

Breaches will be handled confidentially on a case-by-case basis and with the Player's health and welfare at the forefront of any decision. The Club will inform the Player's next of kin if it deems the Player behaviour may lead to further harm to the Player or any other person(s) involved with the Club. The Club reserve the right to instantly remove a Player from contact with the playing group should they be in breach of the above guidelines.

### **Alcohol**

- The club will abide by Responsible Service of Alcohol (RSA) laws at all times, and under no circumstances will alcohol be served to an under-age player, either directly or to parents or other persons obtaining alcohol on their behalf (whether served with a meal or not.)
- The club will also comply with EFNL by-laws that prohibit the sale of any alcoholic beverages for consumption outside of licensed social rooms until after the conclusion of the regular fixture U19's match.
- A Player is expected to attend games in a suitable state for maximum performance and in accordance with team and Club policy. Failure to do so will be viewed as a major breach of team and Club rules and will be subject to sanctions detailed in this contract.
- Whilst training is in progress no Player will be allowed to drink alcohol on or around the ground. Doing so will result in a minor offence subject to sanctions detailed in this agreement.
- There is a no alcohol policy for injured players. If an injured Player consumes alcohol at any match that Player misses due to injury it will be considered a breach of their injury management plan and will be subject to sanctions detailed in this contract.

### **Tobacco**

No smoking is allowed in football gear on training nights or game day in or directly outside the change rooms. This will be treated as a team rule breach and will be subject to sanctions detailed in this contract.



## Health & Injury Management

Injured players are required to have a qualified medical examination by Tuesday evening either by Club supplied trainers or a relevant and suitable medical practitioner of the players choosing. The Player will then be expected to implement a recovery plan with the Club trainers and coaches.

Failure to adhere to this will be considered a breach of their injury management plan and the Player will be subject to sanctions detailed in this contract.

It is strongly suggested that the Player maintain membership of recognized hospital and medical benefits fund that provides hospital, medical and dental benefits coverage and includes ambulance subscription, and that the Player be familiar with the limitations of the League's Insurance cover.

## PLAYER OBLIGATIONS

### Game day

- On game day the Player will be required to wear Whitehorse Pioneers apparel as directed by the coaching staff and committee. At all times apparel is to be clean, neat, and tidy.
- The Player selected must notify coaching staff by phone or as agreed by the coaching staff if they are unable to attend or are running late on any game days.
- If the Player has not been selected for a game, the Player is to help the Club where required and are to see team managers or leadership group on Thursday night after selection.
- Injured players are required to attend all matches to assist in support roles as stipulated by the Coaching Panel.

If a Player is deemed to be in breach of any of the above, it will be treated as a team rule breach and the Player will be subject to sanctions as detailed in this agreement.

### Training

- The Player is expected to attend training sessions as set by the coaching staff and be ready to start training at stipulated times. Any breach deemed unreasonable by the leadership group will result in the Player being subject to sanctions detailed in this agreement.
- The Player is expected to attend a minimum of 75% of all preseason training sessions. If without valid reasoning the Player fails to meet this requirement they are deemed in breach of this agreement and the Club reserves the right to terminate the agreement at any time throughout the duration of its term.
- The Player must notify coaching staff by phone or as agreed by the coaching staff, if they are unable to attend any training sessions. If the reason is not accepted by the coaching staff the Player will be subject to sanctions detailed in this agreement.
- The Player is expected to attend Thursday night match selection as directed by the coaching staff. If the Player fails to attend, this will be treated as a team rule breach and will be subject to sanctions detailed in this agreement.
- The Player is expected to attend any training camps or special days that the coaching staff deem necessary or forgo the cost of the event.

### Volunteering

The club can only function through the efforts of volunteers. All players are expected to willingly support these efforts by assisting with:

- Ground set-up prior to home games (Fencing, Scoreboard, Tents, BBQ, etc)
- Ground pack-away after home games
- Cleaning player change rooms, showers and toilets after games



- Cleaning up rubbish, emptying bins in skip after training nights, home games and functions
- Collecting gate admission fees at home games
- Serving in the canteen and BBQ tent
- Selling raffle tickets
- Any other tasks as needed to support the club

Rosters will be prepared by the leadership group to share the workload amongst all players.

## **Social Functions**

The Player is expected to attend all official Club functions.