



## General Code of Conduct

### Purpose

1. The Board of Massé (**Board**) has a responsibility to promote high standards of behaviour in the workplace as well as in the game.

### Applies to

2. All Massé staff and visitors, including Board members, volunteers, participants, supporters, club members, service providers, competitors, and families of participants.

### Policy

3. The Board wishes to ensure that it provides a safe and positive environment. The following values must be demonstrated by all people involved in games:
  - (a) Integrity – *The quality of being honest and having strong moral principles.*
  - (b) Respect – *Showing due regard for the feelings, wishes, or rights of others.*
  - (c) Fairness – *Demonstrating impartial and just treatment and behaviour, without favouritism or discrimination.*
4. Massé members agree to:
  - (a) Never engage in, or tolerate, offensive, threatening, insulting, or abusive language or behaviour, whether in person or on social media, to any of the persons to whom this General Code of Conduct applies, including Massé staff.
  - (a) Encourage all people present to respect one another, treat each other fairly and act with integrity. This includes how people ought to treat Massé staff, officials/referees, coaches, team managers, teammates, and other competitors/players and their guests.
  - (b) Do not use (or threaten) violence, harassment or abuse in any form. Do not behave in a way that is discriminatory, bullying, harassing, racist, sexist, violent, abusive, or otherwise inappropriate towards others, in person or online.
  - (c) Disclose any actual, potential, or perceived conflicts of interest in accordance with Massé's Conflicts of Interest policy.
  - (d) Accept responsibility for your actions.



- (e) Refrain from arguing with officials/referees, coaches, and team managers. Always be cooperative.
  - (f) Follow the principles of fair play and encourage others to do the same. This includes playing competitively and fairly, and by the rules of the game.
  - (g) Be a positive role model for the game.
5. By being present at Massé, invited guests of members agree to comply with this General Code of Conduct.
6. People agree that, if they do not follow this General Code of Conduct, any/all of the following actions may be taken by Massé employees/staff:
- (a) Asked to immediately leave the venue by staff.
  - (b) Having club membership suspended or terminated.
  - (c) Issued with a verbal or written warning from the Board.
  - (d) Required to meet with the Board to discuss concerns.
  - (e) Required to engage/participate in a disciplinary process.
  - (f) Requested by the Board not to attend future games.

Alex McCool

**Acting Board Chairperson**

July 2024