



# LILYDALE JUNIOR FOOTBALL CLUB

## BEHAVIOUR POLICY

### Purpose

Lilydale Junior Football Club seeks to provide an enjoyable football environment where we play fairly and respect our teammates, players, coaches, opponents, umpires, parents and visitors.

### Code of Conduct

Lilydale Junior Football Club has adopted a Code of Conduct for players, coaches, administrators/officials and parents/spectators. LJFC fully supports and adheres to the AFL & EFNL's Code of Conduct and expects all players, coaches, administrators/officials and parents/spectators to abide by the code.

All individuals associated with the Club must comply with the AFL's Code of Conduct & [EFL's Code of Conduct](#). Any breaches should be reported to your Team Manager or to the Club Secretary at [lilydalejnr@efnl.org.au](mailto:lilydalejnr@efnl.org.au) and will be managed in accordance with our Issue Resolution Policy.

### Racial & Religious Vilification

No person in his/her capacity as a participant, coach, administrator, official, volunteer, parent or spectator in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall engage in conduct that offends, humiliates, intimidates, contempts, ridicules, incites, threatens, disparages, vilifies or insults another person on the basis of that person's race, religion, colour, descent, gender, sexual orientation, ability, or national or ethnic origin.

No person in his/her capacity as a spectator or participant in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club shall intentionally engage in conduct that s/he knows is likely to incite hatred against another person, or threaten physical harm or incite hatred in others to cause physical harm to a person or to a person's property because of that person's race, religion, colour, descent, gender, sexual orientation, ability, or national or ethnic origin.

LJFC supports the [EFNL's Discrimination and Vilification policy](#) and must adhere to the [Australian Football League National Vilification and Discrimination policy](#) (February 2022).



LJFC is bound by the [Racial and Religious Tolerance Act 2001](#) (Vic), [the Racial Discrimination Act 1975 \(Cth\)](#), and [the Equal Opportunity Act 1995 \(Vic\)](#). This Policy is consistent with the legislation but not in substitution of the legislation.

All persons associated with LJFC must comply with these requirements. Any breaches should be reported to your team manager or to the Club Secretary at [lilydalejnr@efnl.org.au](mailto:lilydalejnr@efnl.org.au) and will be managed in accordance with our Issue Resolution Policy.

## Victimisation

No person in his/her capacity as a participant, coach, administrator, official, volunteer, parent or spectator in the Club in the course of carrying out his/her duties or functions as or incidental to being a participant in the Club should victimise another person.

A person will victimise another person (the victim) if:

- (a) the person subjects or threatens to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy; or
- (b) the person assists, requests, induces, encourages or authorises another person to subject the victim to any detriment because the victim (or a person associated with the victim) intends to or has lodged a complaint in contravention of this Policy.

All persons associated with LJFC must comply with these requirements. Any breaches should be reported to your Team Manager or to our Club Secretary at [lilydalejnr@efnl.org.au](mailto:lilydalejnr@efnl.org.au) and will be managed in accordance with our Issue Resolution Policy.

## Gender

Lilydale Junior Football Club actively encourages both boys and girls to play football.

In accordance with the [Equal Opportunity Act 1995 \(Vic\)](#), people aged under 12 years of age cannot be excluded on the basis of sex or gender identity from participating in a competitive sporting activity.

Pursuant to section 66 (1) of the Act, people of one sex or gender aged 12 and over can be excluded from participating in competitive sporting activities in which the strength, stamina and physique of competitors is relevant.

As a member of AFL Victoria, the EFNL excludes females who reach 14 years of age as at 1 January in the year of play from playing in any competition that is not a 'female competition'.

All persons associated with the Club must comply with these requirements. Any breaches should be reported to your Team Manager or to our Club Secretary at [lilydalejnr@efnl.org.au](mailto:lilydalejnr@efnl.org.au) and will be managed in accordance with our Issue Resolution Policy.



## Reported Players (Including White, Yellow & Red Cards)

It can be a very traumatic experience for a junior player to be reported or to be the victim of a reportable incident. LJFC will ensure that the distress associated with this event is minimised. To ensure this happens, the following will occur:

The Coach and Team Manager will manage the situation in a calm and supportive manner. Often a report may occur as a result of a heated incident. It is the responsibility of the two Club officials to ensure:

- a.** The player is removed from the ground for the Coach to be able to talk to the player about the incident and point out the outcomes of such an incident.
  - i.** That the bench and player/s remain calm, ensuring that no further incidents grow out of the particular case.
  - ii.** That supporters, and in particular, the parents of the reported player remain calm and do not incite a further incident.
  - iii.** Ensure that all details (including witness details) of the incident are immediately noted, as this may be needed as evidence at the tribunal.
- b.** After the game, the Coach and Team Manager, in consultation with the player and parents (if they are able to contribute in a positive manner) will discuss the timing and actions to be taken.
- c.** The Club Secretary ([lilydalejnr@efnl.org.au](mailto:lilydalejnr@efnl.org.au)) needs to be notified of the report and the decision of the Coach, Team Manager and player regarding the taking of the Set Penalty. If the case goes to the tribunal, the Club Secretary will then contact the Club President who will then commission the services of the Clubs Tribunal Advocate (tbd) and Player Welfare Manager (tbd).
- d.** The Advocate will then take charge of the defense. It would be expected that the Coach would still take a very active role in the moral support for the player.
- e.** In the event of one of our players being required to give evidence, then all steps will be followed except those related to Set Penalty.
- f.** In the event that a set penalty is handed down, there is no grounds for appeal, so no further evidence can be given.
- g.** A player who has been on the receiving end of a reportable incident and is required to give evidence that needs to be well supported, especially morally.

It should also be noted that the Club in certain circumstances will impose disciplinary action and/or penalties or suspensions outside the findings of the League / Tribunal with respect to misconduct or bringing the game or the Club into disrepute. This action may be taken even if a report has not been made.



These decisions will be at the discretion of the Executive Committee. All incidents / outcomes should be recorded on an incident report form and should be filed by the Club's Secretary.

## EFNL Penalties & Fines

A player who is suspended is not eligible to be selected to play for the duration of the suspension. A suspended player should not be considered to be rostered off.

Players (and their parents) are liable for the payment of any fines imposed on them by the EFNL. If the EFNL issues the fine to LJFC it is expected that the player/parents will fully compensate the Club. An unpaid fine will be considered a debt to LJFC:

- The player cannot play for LJFC until the fine is paid.
- LJFC will not re-register a player in future season until the fine is paid.
- LJFC will not approve a transfer to another club until the fine has been paid.

## Summary

Lilydale Junior Football Club seeks to provide an enjoyable football environment where we play fairly and respect our teammates, players, coaches, opponents, umpires, parents and visitors.

Policy last reviewed	October 2025
Consulation	September 2025 Travis Switzer - Culture Vate
Approved by	LJFC Committee
Next Review Schedule date (2 years)	October 2027