Mazenod Football Club – Child Safe Code of Conduct (2025)

Purpose

Mazenod Football Club is committed to providing a safe, inclusive, and positive environment for all children and young people. This Child Safe Code of Conduct sets clear expectations for the behaviour of all adults interacting with players, volunteers, staff, parents, and contractors. It promotes ethical behaviour, professional boundaries, and compliance with child safety laws, helping protect children from harm.

All adults engaged with the Club must understand and uphold this Code of Conduct. Compliance ensures a transparent environment, accountability for behaviour, and a safe experience for every child.

Scope

This Code of Conduct applies to all adults involved with Mazenod Football Club, including:

- Coaches, assistant coaches, and team managers
- Board members and Club administrators
- Volunteers and event staff
- Third-party contractors and service providers
- Parents and guardians

It always applies when adults are interacting with players, whether at training, matches, events, or in any Club-related activity.

Acceptable Behaviour

Adults must:

- Act as positive role models for players.
- Promote the safety, welfare, and wellbeing of all players.
- Be vigilant and proactive in identifying and addressing child safety risks.
- Provide age-appropriate supervision for players.
- Comply with Club child protection guidelines.
- Treat all players with respect, dignity, and fairness.
- Promote the participation and empowerment of players with disabilities and from culturally and linguistically diverse backgrounds.
- Use positive, encouraging, and affirming language at all times.
- Encourage players to have a voice and listen to them respectfully.
- Respect cultural, religious, and political differences.
- Create an open, safe, and supportive environment for players to interact.
- Intervene when witnessing inappropriate bullying, harassment, or humiliating behaviour among players.
- Report any breaches of this Child Safe Code of Conduct promptly.
- Report concerns about child safety to the Club's Child Safety Officer or follow legal obligations to report externally.
- Ensure players are safe if an allegation of abuse is made.
- Contact the Police on 000 in urgent situations regarding a player's safety.
- Respect the privacy of players and their families, disclosing information only to those with a legitimate need to know.

Unacceptable Behaviour

Adults must **never**:

- Engage in inappropriate behaviour toward players or expose them to such behaviour.
- Use prejudice, oppressive behaviour, or inappropriate language.
- Discriminate against players based on culture, race, ethnicity, disability, or gender.
- Engage in sexual conduct with players or make sexually suggestive comments or share material.
- Engage in unnecessary or inappropriate physical contact, including tasks players can do themselves (e.g., toileting, changing).
- Use physical violence or corporal punishment to discipline or control players.

- Engage in behaviour likely to cause serious emotional or psychological harm.
- Develop “special” relationships with players that may be perceived as favouritism.
- Hold undisclosed private meetings with a player who is not their own child.
- Meet with players outside training hours without Club and parental approval.
- Engage in inappropriate personal communications with players through any medium, including online.
- Take or share photos, videos, or recordings of players without parental consent.
- Post identifiable information about a player online (full name, age, contact info, school, club details).
- Ignore or fail to act on suspected or disclosed child abuse.

Reporting Concerns

All adults must report concerns regarding the safety of children to appropriate authorities:

Internal Contact – Child Safety Officer:
Please contact the club’s administrator who will contact the Child Safety Officer on your behalf – Email: **info@mazenodfootballclub.com.au** – Phone: 0431966802

External Reporting:

- Department of Families, Fairness and Housing (DFFH): https://services.dffh.vic.gov.au/reporting-child-abuse
- After-hours child protection emergency service: **131 278**
- Police (urgent situations): **000**

Reports will be treated confidentially and shared only on a need-to-know basis.

Disciplinary Action

Breaches of this Code of Conduct will result in disciplinary action. This may include:

- Verbal or written warnings
- Suspension from Club activities
- Termination of volunteer or employment roles

- Expulsion from the Club

The Club reserves the right to report serious breaches to external authorities, in line with legal obligations.

Appeals

Adults sanctioned under disciplinary procedures may have the right to appeal, following Mazenod Football Club's Constitution and grievance procedures.

Policy Review

Mazenod Football Club is committed to continuous improvement of its Child Safe Program. This Code of Conduct will be reviewed regularly for effectiveness, compliance with child safety laws, and alignment with best practice.

Further Information

Football Victoria Child Safety Policy