



# ADELAIDE UNIVERSITY SOCCER CLUB

*STANDARDS  
&  
GUIDELINES*

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## FOREWORD

We are a club that is over 75 years old, established upon the proud achievements of past teams, players and volunteers, some of whom have become legends and others who achieved their own greatness quietly. The defining values that have made our club one of the most successful and biggest in South Australia and one of the most inclusive are:

### **INTEGRITY: PASSION: PRIDE: RESPECT:**

As chairman of the AUSC, I am proud to be associated with a club that has achieved so much recognition through individuals who have represented Australia or who have played at the most senior level of the sport. Behind these individuals are team mates and team managers, coaches and volunteers who have given of their time and skills (and continue to do so) in order that all of our teams achieve what they set out to do. Because of these efforts, the club has grown and will continue to grow as further facilities become available, and as a result, we must have procedures and standards in place so that we can function as one club not as individual teams as has been the practice until now.

We are one of the biggest soccer clubs in South Australia (if not the biggest) with over 400 players spread amongst our 5 major teams; the Uni Blacks, Uni Whites, Graduates Red, Graduates Blue and Women and Juniors, all coming under the umbrella of Adelaide University Sports (AUSC) which administers all 36 Adelaide University clubs. As we become more accountable to the University, we must consolidate our teams and resources so that there will be uniformity amongst the clubs including adhering to the code of conduct set by the AUS, the uniform guidelines that must be adopted by 2016, sharing of the new Graduates clubrooms with 5 other clubs and presenting complete financial and player statements as a club to the AUS. We cannot achieve all of this however, if we continue to operate as an individual team and therefore, the need for clear guidelines and standards.

These policies and guidelines have been developed in consultation with team representatives, some of whom have been with the AUSC for more than 25 years and whose experience has been instrumental in developing these standards and guidelines. The planning meeting held in August 2012 was the first meeting of its kind to put forward a plan for our future growth, and this included input for these standards and procedures. As a result, we have an overarching document to which individual team policies are linked.

These Standards and Guidelines apply to all members of the AUSC with a distinct section detailing responsibilities pertaining to junior teams but is not separate from the general policies and guidelines.

*CHRIS HARALAM*

*AUSC Chairman*

## **AIMS:**

The aims of the Adelaide University Soccer Club is to provide:

- a sporting opportunity to all Adelaide University students and graduates
- the opportunity to the wider community to be part of a dynamic, traditional and progressive club
- the opportunity for young people to develop their skills and aspire to excellence
- a pathway for all players to compete socially or competitively at the highest possible standard
- the best of coaching staff to cater for the needs of all of our players from the junior, developing levels, to the most senior competitive teams

## **PURPOSE:**

The purpose of the Adelaide University Soccer Club is to:

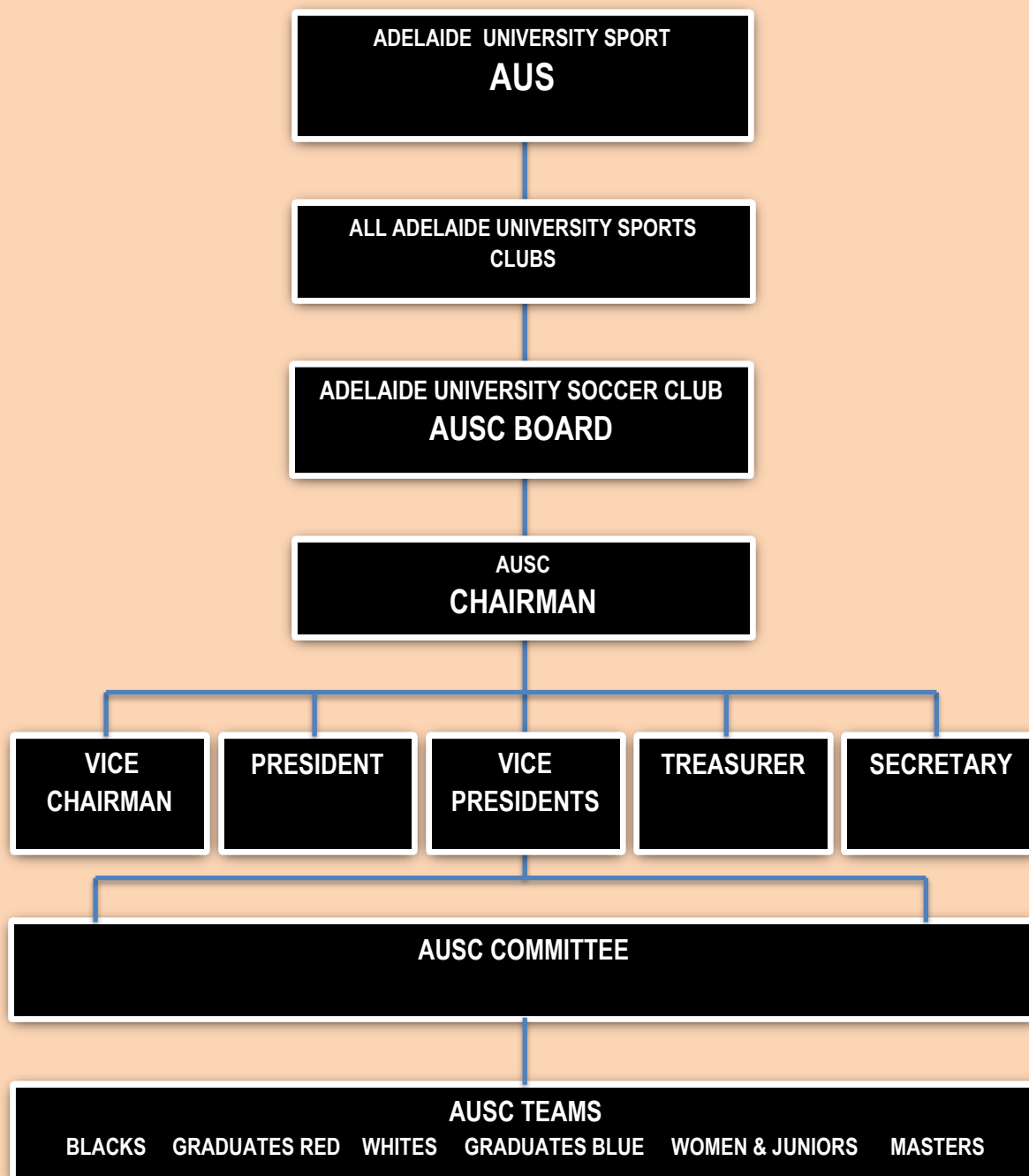
- administer teams where all individuals are treated fairly and equitably and where everyone treats each other with dignity and respect
- to provide a safe and enjoyable environment where everyone feels that they are achieving their individual goals
- Continue to develop a sense of belonging to a community rather than a group of individual teams
- continue to promote the sport through skills enhancement, player support and expansion of our junior base to promote sustainability
- extend the freedom to everyone involved to enjoy their positions within the club and satisfy their love for the game
- unify our teams through our passion for the game and desire to belong to a dynamic and innovative club

All policies, guidelines and standards will be administered by the AUSC BOARD which is responsible to Adelaide University Sports (AUS).

Teams are required to adhere to the policies, guidelines and standards as set out by the Board.

All teams shall adhere to the requirements to use official titles as prescribed by the Club

All players and officials (including volunteers and spectators) will adhere to the policies, guidelines and standards as set out by the Board.



## **1 TITLES**

- The 5 major teams shall be referred to as “teams” not clubs. The term “Club” is restricted to the use of the AUS clubs.
- Each team will refer to their sub – teams as “squads” with the relevant age group, gender and division in which they play
- Each team committee shall refer to the head of the committee as “Team General Manager”. The use of “Chairman” and “President” is restricted to the relevant members of the AUSC Board.

## **2 APPOINTMENT OF COACHES**

- Each team has the responsibility of advertising for and appointing their coaches.
- Approval for that appointment will be granted by the Board before the position is offered to the individual
- All paid coaching positions will be contracted for one year under a standard contract agreement
- All volunteer and interim coaching appointments will be determined by the individual team and appointed individuals will comply with expectations and codes of behaviour as though having been contracted
- The Board will advertise and appoint a Development Officer to oversee the development and future directions of the AUSC including the development of coaches
- Requirements for appointing coaches and officials will be communicated to the Board through the chairman prior to advertising for a position
- Remuneration for coaches will be determined by each team on the basis of responsibilities and merit
- The contract will be binding between the appointee and the AUSC, not the individual team

## **3 ROLES AND RESPONSIBILITIES OF TEAM OFFICIALS**

All officials are expected to adhere to their responsibilities as outlined in this document under “expectations of” and where responsibilities have not been outlined (eg social volunteers), individual teams have the responsibility for making guidelines known

All responsibilities of the Board are outlined in the AUSC Constitution which can be made available on request.

## **4 EXPANSION OF TEAMS**

- Where there is a request from any individual or organised group to enter a team in any of the competitions with which the club is involved, this request must be made directly to the Board which will make a determination through the committee at the AGM.
- Where existing teams require to expand their squads, they must make the request to the Board prior to the AGM.
- The de- registering of any team will be the sole responsibility of the Board unless the team does not have the numbers or support to continue as part of the AUSC.

## **5 FEES AND CHARGES**

All players are required to pay a fee which will cover:

- The use of the Adelaide University administered sports facilities
- Insurance
- Cost of competing in relevant Leagues
- Other (as set out by individual teams for uniforms, equipment, social events and not limited to these)
- Players are responsible for paying their fees no later than April 30<sup>th</sup> in each year after which a “no pay – no play” policy should be enacted unless individual arrangements have been made by the player with the team management group.
- Any early bird discounts and refunds are up to the discretion of the management of each team
- The base fee will be set out at the start of the season by the Board when costs from the appropriate leagues have been passed on to the Board and teams are encouraged to set the remainder of their costs immediately after.

## **6 SPONSORSHIP & FUNDRAISING**

- Each team may pursue their own sponsorship agreements
- Sponsorship agreements and benefits will be communicated to the Board upon settlement
- The Board will communicate the monetary benefits of each sponsor to the AUS
- The Board shall endeavour to engage one major sponsor to represent the AUSC
- Where the major sponsor is engaged, individual teams will not endeavour to engage their own sponsor if it is likely to present a conflict of interest. That is, we cannot have more than one sporting good sponsor if the major sponsor is a sporting goods company.
- Fundraising is left to the discretion of the management of each team

## **7 ISSUES RESOLUTION**

All members of the AUSC are required to follow the process for resolving conflict and disputes as outlined in this document.

This process is required to be followed before any member of the AUSC is excluded from the club unless there is a clear breach of policy

The Board reserves the right to refuse any player from joining the AUSC if this player is deemed to be a threat to others or to the philosophy of the AUSC

## **8 COMMUNICATION**

All communication within the AUSC, the AUS and any outside bodies that has the potential to impact upon the club will be made according to the guidelines listed in this document

## **9 EXCLUSION OR EXPULSION OF PLAYERS FROM THE AUSC**

The Board reserves the right to prohibit a player from joining the AUSC if it is clear that this player has a proven history of behaviour that is at odds with the AUSC CODE OF CONDUCT or is deemed a physical threat to any player or official.

The Board has the final say in the expulsion of a player from the AUSC if the player has contravened the code of behaviour as set out in the document outlining players' responsibilities and rights of appeal.

**1 EXPECTATION OF COACHES**

**1.1** Coaches will be selected by the individual teams but their final appointment is made by the Board and they are ultimately responsible to the Board.

**1.2** The Board is responsible for the dismissal of any coach for misconduct or breaches of the AUS Code of Conduct.

**1.3** Coaching methods should support team standards and AUSC Aims and Outcomes

**1.4** In situations which give rise to grievances, coaches are to follow the *issues resolution* process outlined in this document.

**2 RESPONSIBILITIES OF COACHES****2.1 Provide a safe and secure area for training**

**2.2** The senior coach has the responsibility of selecting the A squad from the A and B squads and thereby has a direct influence upon the Reserve or B team. However, there is a need for clear communication with other coaches and team managers so that standards are established and understood.

**2.3** Maintain clear, open and honest communication with players, other coaches and team managers and be receptive to reasonable advice or suggestions for improvement

**2.4** Present yourself as a role model by conducting yourself with integrity so that your players and others associated with your team emulate good behaviours

**3 GUIDELINES TO ASSIST IN ACHIEVING THE EXPECTATIONS****3.1 Provide a safe and secure area for training**

- The AUSC has the facilities for safe training but each coach is to assist in maintaining our grounds to the best possible standards.
- Coaches are required to assess the area for suitability of the type of training they are to do as weather conditions may have altered the playing surface
- Conduct your training in an area that is sufficiently lit to provide suitable visibility for all players
- Comply with the AUSC request to share training facilities when restrictions are imposed by weather conditions or AUS requirements for the grounds.
- Liaise with other coaches using the grounds to apportion according to needs
- Cease all training in the event of lightning and get players to a safe area and do not resume activities.
- Cease training when there is heavy rain and resume activities if it stops in appropriate time



- Follow the FFSA guidelines in the case of extreme heat
- Present your squad selection to your assistant coach, captain and team manager for comment and input at a suitable time before the weekend so that changes can be made without damaging the self – esteem of the players who hope to make it but do not.
- You will have to make the difficult decisions to cut players but let them know why they have not been selected and do so positively.

### **3.2 Consultation**

Consult with coaches and team managers above and below the age or skills group that you are training for player movement as part of the development philosophy of the club

It is imperative that you maintain open dialogue with the other coaches with whom you have a direct influence.

- Set some regular time aside so that you can all get together to discuss issues that have arisen during the week and are relevant to your teams. These weekly meetings although desirable may not always be practical so a monthly meeting should be scheduled preferably away from a training night to discuss immediate and long-standing issues. This will go a long way in preventing conflict situations.
- These meetings should only involve direct influences upon your team such as assistant coaches and managers.
- All suggestions for improvement should be taken on board as long as they are reasonable in affecting positive changes.

### **3.3 Coach's Autonomy**

As a coach you have the autonomy to make the final selection of your team without undue influence from others and you must extend the same courtesy to the coaches with whom you have an influence.

### **3.4 The senior Coach**

At the senior level, the senior coach will have the final say on player movement up or down after the process of consultation has been followed and will communicate player requirements to the teams below in a timely manner to avoid undue pressure on the other coaches to make late selections. No less than 24 hours notice should be given in this regard.

### **3.5 Open Communication**

Maintain clear, open and honest communication with players, other coaches, team managers be receptive to reasonable advice or suggestions for improvement

- You must keep all officials assisting you and your team informed of all decisions that affect them.

- At the outset, communicate your expectations clearly and diplomatically by letting them know what it is that you expect of them in their roles.

### **3.6 Developing Player Potential**

Maintain a proactive role in developing each player's potential and be positive and encouraging at all times.

### **3.7 Use Available Resources**

- skilled players from within your team for one –on – one basics
- coaches from the other teams
- visiting specialist such as goal keeping coaches

### **3.8 Encouragement**

Encourage players at all times and *never tell them that they won't make it* but point out what they need to do so that they can make it. Maintain their enthusiasm and self-esteem.

### **3.9 Role Model Behaviours**

Present yourself as a role model by conducting yourself with integrity so that your players and others associated with your team emulate good behaviours.

- At all times maintain your integrity as a coach (do the right thing even if it is difficult at the time)
- Do not berate players when you are angry
- Do not belittle anyone especially in view of other people
- Be mindful of your tone and body language when you are advising your team during games and beyond
- Avoid arguing or blaming
- Do not physically, verbally or psychologically abuse anyone

### **3.10 Breaches of Guidelines**

Coaches who breach these guidelines and adversely affect the playing opportunities of individuals or bring disrepute to the club, will be asked to present themselves to the Board which will make a decision on their coaching future with the AUSC.

#### 4 EXPECTATION OF TEAM MANAGERS

It is encouraged that every team has a team manager to allow for the coach to coach and not be involved in mundane matters that derogate from their role.

Team managers shall ideally be volunteers selected by each team on a yearly basis and shall:

- Accept and promote all policies, procedures and standards of the club
- Be the first reference point for players, parents, coaches
- Assist the coach of the assigned team as required during training and games
- Be responsible for all record sheets (training and games)
- Be responsible for having the team sheets completed in a timely manner that will not delay a game
- Ensure that all equipment necessary for training or games is promptly in place and removed to storage at the end of training or games
- Ensure that change rooms are unlocked at the start of training or games and locked afterwards
- Ensure that change rooms are left in a clean and tidy state
- Convey any messages to the opposition (such as warming up off our pitches before a game and picking up rubbish at the end of the game)
- Attend to injured players unless a dedicated first aid official is appointed
- Ensure that uniforms are allocated to be cleaned
- Ensure that any players who have been injured or sent off are escorted away from the field
- Ensure that the team's spectators are informed of their responsibilities the AUSC Code of Conduct

#### 5 EXPECTATIONS OF PLAYERS

A separate document outlining player code of conduct has been developed in line with the AUS and should be referred to for more detail. **(Appendix A)**

- All players are to adhere strictly to the Player Code Of Conduct
- When requested, players will be punctual to disciplinary meetings conducted by the AUSC
- Be respectful to each other and conduct yourself in the manner that you would have others conduct themselves to you.
- Be respectful to all officials particularly referees regardless of their decision making
- Under no circumstances is your behaviour and attitude to bring disrepute to your team, team mates and particularly to the AUSC.
- Be on time for training and games and let your team manager or coach know if you will be late or unavailable
- Report any injuries immediately to the team manager
- Show respect to yourself and give your best at all times

## 6 EXPECTATIONS OF SPECTATORS

6.1 The behaviour of spectators is a direct responsibility of the management of each of the teams as their conduct reflects upon the whole of the team and the AUSC.

6.2 It is the obligation of each team to inform their spectators of the code of conduct of the AUSC and its application to their support of the team.

6.3 It is the responsibility of every team to manage the behaviour of their spectators

- The AUSC encourages active and positive support of your team but spectators are required to conduct themselves with integrity at all times so that the AUSC and the team does not fall into disrepute. This means that spectators do not become involved in arguments with the opposition, players, officials or others which is likely to escalate into conflict.
- Refrain from yelling instructions to the players who should only be hearing the coach's voice, otherwise there will be confusion and frustration for the coach and the players.
- If spectators wish to bring up any issues, they should approach the team manager in private to discuss.
- The AUSC encourages spectator participation in our club but must not interfere with team selection, coaching styles and tactics or the way the team is administered.
- Spectators are encouraged and welcome to get involved in the social aspects of the team as a volunteer by approaching the team manager in the first instance.



### **7.1 Communicating for all situations:**

The effectiveness of what we say and how the other person responds is determined firstly by the way people see us (our body language 49%), secondly by the way they hear us (tone 36%) and lastly the words we use (15%).

So, be mindful of your body language and the way you speak.

Under no circumstances should any coaches, managers or other team officials talk about a player or colleague in a derogatory manner in front of their teams, spectators or parents or to any other AUSC member in a social setting.

If you have an issue with a team official you must follow the required Issue Resolution model outlined in this document.

### **7.2 Guidelines for Positive Communication**

#### **7.2.1 Person to Person (verbal)**

- Approach a conversation when you are not agitated or angry
- Keep a moderate tone and take personality out of the conversation. You will be judged more by how you say something than what you say
- Be complimentary where you can
- Accept that other people have opinions with which you will not agree and respect them for this
- Listen to what the other person is saying without interrupting. Wait until they have finished before responding
- Never put them down for their opinions
- Focus on the positives and try to find solutions to the negatives
- Thank the other person

#### **7.2.2 Communicating through emails, texts, Face Book, Twitter or other forms of electronic medium**

- The electronic form of communication is becoming the norm in our everyday activities and, although it is instant and effective, it comes with a price. The other person cannot see your eyes or gestures nor hear the way you are speaking and therefore, we hear the tone that we think is there and can embarrassingly misinterpret what the sender is intending.
- Under no circumstances should you send an email or text when you are angry. It is wiser to write your frustrations on paper and later send the message with the facts and not the emotion
- Do not send abusive emails or texts to anyone. This refers to all forms of electronic communication
- When on AUS business, emails and texts should focus upon facts not personalities (e.g. If you are writing to any of the Leagues to express concerns)
- Call the other person if you have found an email or text to be offensive or derogatory. It may not have been intended that way

### **7.2.3 When on the field as player, coach, official or spectator**

Clever sledging is part of our game and when it is in fun, the opposition will accept it and will return in kind but the following will not be tolerated and will be dealt with seriously.

- Any abuse of the opposition, own players, officials or others
- Shouting at any players unless you are the coach and need your instructions to be heard
- Any personal remarks that will damage esteem especially at the junior levels
- Any racial comments
- Blaming individuals for the poor performance of a team and therefore damaging their self-esteem (particularly important at the junior levels)
- Negative comments regarding a player's ability without encouragement for improvement
- Swearing (be aware that there may be small children in the vicinity)
- Aggressive body language that is likely to incite responses in kind. Avoid this by staying in one area and not pacing the sideline
- Abusive responses to comments from opposing spectators

### **7.2.4 Formal Communications**

Where you need to communicate to outside bodies such as the different leagues, sponsors or councils in regards to any matter that requires the use of the AUSC name, you must first obtain clearance from the Board by addressing the Chairman through email or letter. This includes:

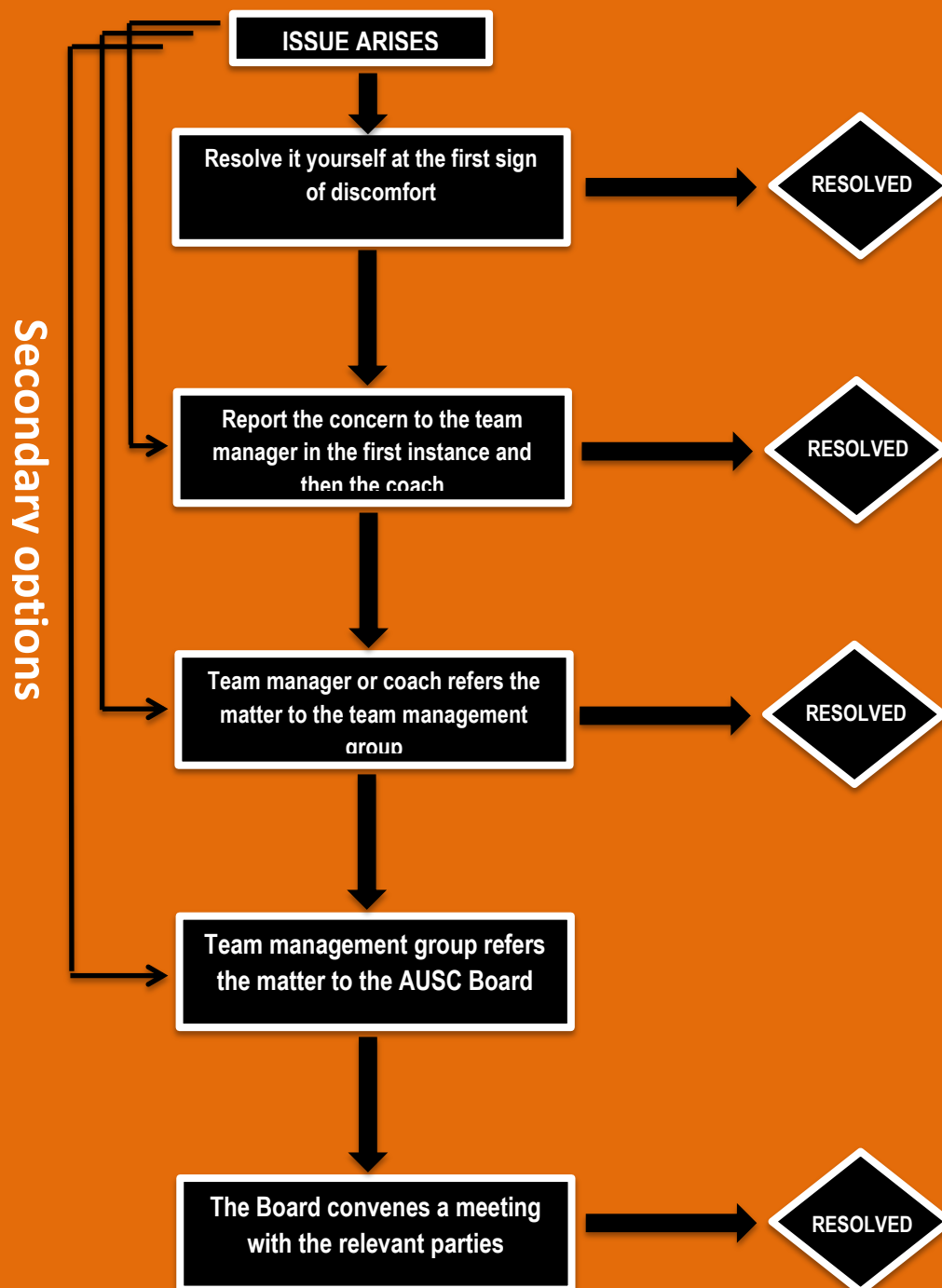
- any activities that are planned to showcase the achievements of the AUSC whether at an individual or team level.
- promotion of an event such that is intended for publication in the print or electronic media
- A response (e.g. an appeal) to a disciplinary matter

Individual communication to bring issues to the attention of the Board (that is not part of the Issues Resolution process) can be made person to person with any members of the Board.

## 8 ISSUE RESOLUTION PROCESS

All members of the AUSC are required to follow the following model for to resolve issues, disputes and conflicts

- In the first instance, try and resolve your differences as soon as the signs are there that conflict may occur so that the chance of escalation is minimised.
- The majority of conflicts or issues can be eliminated at the first step. However, when they are of such severity that they cannot be resolved early, the following steps should be followed.
- In a few instances, the conflict could be of such severity that a number of the steps may need to be bypassed (secondary options)



### STEP 1 Resolve the conflict yourself

- At the first sign that there is going to be a problem, approach the other party when you are calm, never in anger
- Do not involve other people at this stage
- Talk about the problem and not the person. Start with a positive if you can
- Tell them how their actions have affected you.
- Do not blame.
- Let them give you their point of view without interruption but ask for clarification if you are unclear on some point
- Together, focus upon the main issue that is causing the disagreement and work on what you can agree upon
- Focus upon what you can do from this moment forward not what has occurred
- In order to come to an agreement both parties may need to concede some ground to provide a “win-win” situation
- Thank the other party for their time

### STEP 2 Report the issue to the team manager or coach

- You may require to go directly to this step if you cannot approach the other party or you have approached and they have been obstructive.
- In the first instance, inform the team manager to allow the coach to deal with more pressing issues with the team
- The team manager should approach the other person to resolve

### STEP 3 Team management is informed

- You may require to go directly to this step if the nature of the conflict warrants it
- The team management will call a meeting with all personnel involved as this will have escalated to include others such as witnesses
- At this stage the Board shall be informed through the chairman, of the impending meeting
- The Board will be informed of the outcome in the event that it has to go to the next step

### STEP 4 The Board meets with the disputing parties

Any individual can approach any member of the Board with concerns if they feel that they cannot comfortably take the matter to the team manager, coach or team management group. The Board will then inform the relevant parties of the dispute and arrangements will be made for a meeting or disciplinary hearing.

This meeting shall outline the options to each of the parties involved and will make a decision in line with AUSC policies and guidelines.



These guidelines are to be used in conjunction with the preceding guidelines as set out for all coaches, assistants, parents and spectators and should not be read simply on their own.

## **1 SUITABLY QUALIFIED COACHES**

The AUSC (through individual teams) makes every effort to appoint suitably qualified coaches and to train aspiring coaches to get the right qualifications.

- 1.1 Your training should incorporate the drills and tactics that will best develop each individual and the team.
- 1.2 The emphasis on the basics must be maintained throughout the individual's and team's development
- 1.3 Use available resources to give one-on-one assistance to struggling players. (Remember that we all learn the same thing at a different rate)

## **2 EXPECTATION OF COACHES**

- 2.1 Maintain clear, open and honest communication with players, other coaches, team managers and parents and be receptive to reasonable advice or suggestions for improvement.
- 2.2 Provide the very best training that will assist in developing emerging players and maintaining skilled players based upon:
  - The philosophy and goals of the AUSC player development programme
  - The needs of the team
  - Skills of the player
  - Fairness to individuals
- 2.3 Make team selections for the week as best fits the above criteria.
- 2.4 Consult with coaches and team managers above and below the age group that you are training for player movement as part of the development philosophy of the club.
- 2.5 Maintain a proactive role in developing each player despite their abilities and be positive and encouraging at all times.
- 2.6 Do not interfere with the team selections **of** other coaches with whom you have no direct influence by imposing your preferences for players or team tactics

### **3 ACCOUNTABILITY OF COACHES**

- 3.1 You are responsible and accountable for the final combination of players who take the field on the weekend but do not make unilateral decisions if you have a team of people assisting you.
- 3.2 At the outset, communicate your expectations clearly and diplomatically by letting them know what it is that you expect of them in their roles. In particular, let parents know that, whilst you are happy to listen to their concerns, ideas and suggestion, they are not to expect that you will take them on board if they do not benefit the team as a whole.
- 3.3 Coaches will realise the potential and skills of their players at an early stage and must encourage development of these at all times.
- 3.4 Apportion your time and resources so that the less skilled players will have the same opportunities as the skilled to develop further. The element of fairness and equity must be considered.

### **4 USE AVAILABLE RESOURCES**

- Experienced players from other teams who can help with particular skills or tactics
- Skilled players from within your team for one –on – one basics
- volunteer parents for one – on – one basics
- coaches from the other teams
- visiting specialist such as goal keeping coaches

### **5 STRATEGIES TO ASSIST YOU**

Encourage players at all times and never tell them that they won't make it (unless in context of discipline) but point out what they need to do so that they can make it.

- 5.1 Maintain their enthusiasm and self-esteem at all times.
- 5.2 Present yourself as a role model by conducting yourself with integrity so that your players and others associated with your team emulate good behaviours.
- 5.3 As a coach, you are in a position of influence particularly if you are coaching the youngest of our teams. Make no mistake that someone is looking at you at all times and your behaviour is on show and ready to be copied or condemned. We will slip up from time to time as that is who we are, but it is *how you recover* from it afterwards that will determine whether you still have the respect of those around you.
- 5.4 As part of the consultative process that the AUSC encourages, you may make suggestions for player inclusion and tactics based upon merit and effectiveness and not upon emotion as a result of parent or other pressure or your own biases.

## 6 EXPECTATIONS OF PARENTS

- Ensure that your children are at training punctually and pick them up on time
- Ensure that you pay fees on time as set by the AUSC
- Do not allow your child to train or play if they are sick
- Do not enter the training or playing areas unless invited by the coach
- We encourage active support of your child and the team but you are required to conduct yourselves with integrity at all times so that your child is not unduly embarrassed. This means that you do not become involved in arguments with the opposition, players, officials or other parents
- Refrain from yelling instructions to the players who should only be hearing the coach's voice, otherwise there will be confusion and frustration for your child and the team
- If you wish to bring up any issues, approach the team manager in private to discuss.
- Do not approach team officials or others when you are angry or upset
- The AUSC encourages your participation in our club but you must not interfere with team selection, coaching styles and tactics or in any area that is administered by the team.
- You are encouraged and welcome to get involved in the social aspects of the team as a volunteer by approaching the team manager
- We encourage you to support and enjoy your child's development in the game by being positive even when they are not meeting your standards. Remember, we want you to be a positive role model for all the children in the team



This code of conduct is an addendum to the overarching AUSC policies, standards and guidelines and aligned to the Adelaide University Sports (AUS) formerly the Adelaide University Sports Association (AUSC) Policies of behaviour.

All clubs registered with the Adelaide University Sports Association come under the *AUS Policy Document, General Conduct Policy*, the latest draft being 15 March 2010.

*The clauses that particularly affect all participants of each of our teams are as follows.*

4. The Sports Association and its affiliated Clubs shall not condone, endorse or accept any activity which may defame, offend or discriminate against any person on the grounds of religious, political or sexual persuasion, ethnic or cultural background, physical attributes, sexual conduct or any other grounds which the Association Board or Club Committee may from time to time identify.
5. The Sports Association and its affiliated Clubs shall not condone, endorse or accept any harassment of other members of the Association, those participating in Sports Association or affiliated Club activities or members of the general public.
6. The use of illegal or illicit substances is prohibited at any Sports Association event or affiliated Club event.

**In Addition, The Following Applies To AUSC Teams And Players.**

Any conduct on and off the playing field that will bring disrepute to the AUSC and the University of Adelaide will be investigated and dealt with by the AUSC Board and the appropriate penalty will be administered irrespective of other sanctions imposed by the league and individual teams.

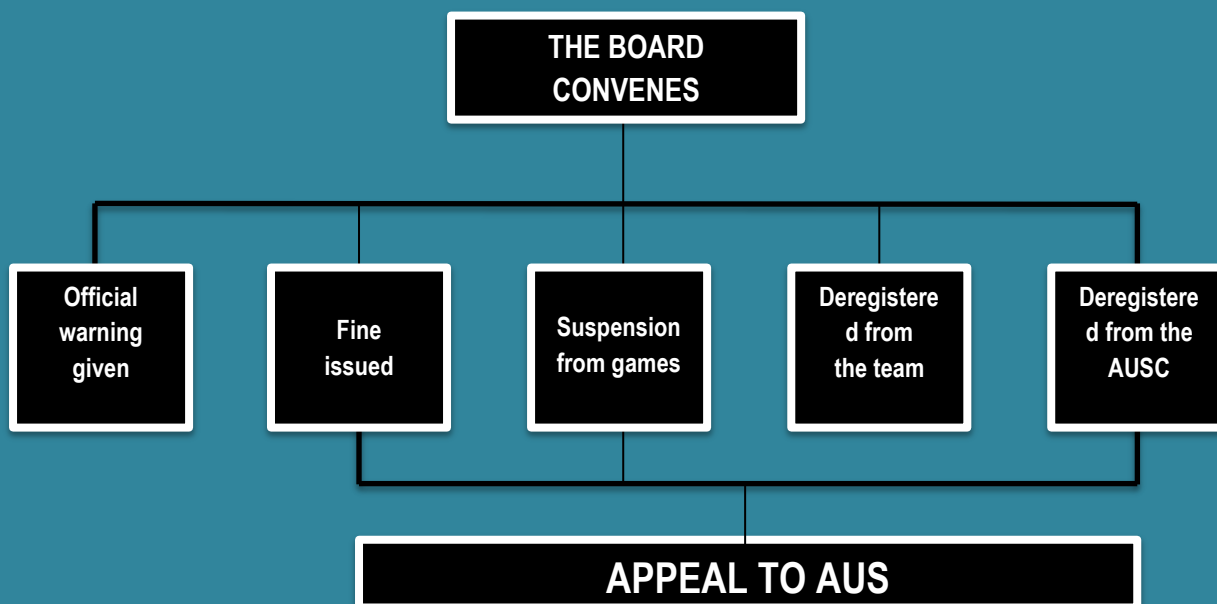
## Players

**Such incidents of behaviour will include but not limited to the following;**

- 1 Excessively rough play
- 2 Verbal abuse of officials players or spectators
- 3 Threats of any kind to officials players or spectators
- 4 Intimidation through verbal or physical means of officials, players or spectators
- 5 Bullying of any member of the AUSC by any means including verbal, gestures or messages posted through the electronic media

**Breaches of the Code of Conduct may result in and not limited to the ranked order:**

1. Official Warnings
2. Fines (to be determined) to the individual and/or the team
3. Suspension from games
4. Deregistration from the team
5. Deregistration from the AUSC

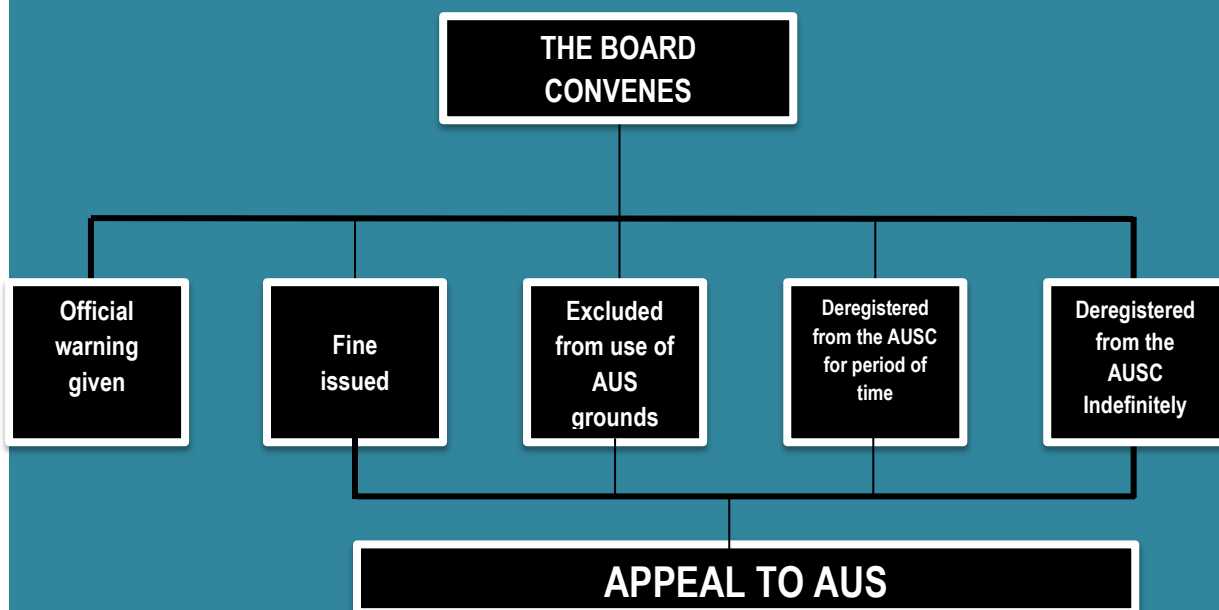


## Teams

Where a team fails to take responsibility for the behaviour of their squads, officials or spectators, whether collectively or individual level or fails to comply with AUSC standards and codes of conduct, this team will be in breach of such standards and codes of conduct which will result in disciplinary action being taken.

This may result in the following:

- 1 Official Warnings
- 2 Fines (to be determined)
- 3 Exclusion from use of AUS grounds for training and games
- 4 Deregistration from the AUSC and AUS for a period of time
- 5 Deregistration and exclusion from the AUSC



The board reserves the right to bypass any of the disciplinary steps above if the breach is of such severity that any of the other steps do not justly accommodate as a sufficient penalty.

## **Appeal**

Any player or team that is sanctioned by this committee will have the right of appeal under the AUS Dispute Resolution guidelines.

### **16 Dispute Resolution**

21.1 There shall be a right of appeal to the Board by any person (being a Member of the Association) who is affected by any decision of any Club:

- (a) In relation to the conduct of any aspect of the Club; or
- (b) In relation to any dispute concerning the interpretation of this Constitution or any Association policy, rule, regulation or guideline

21.2 There shall be a right of appeal to the Council by a Club (being a Club duly affiliated to the Association) who is affected by any decision of the Association:

- (a) In relation to the conduct of any aspect of the Association; or
- (b) In relation to any dispute concerning the interpretation of this Constitution or any Association policy, rule, regulation or guideline

21.2 Such appeal must be commenced by lodging a notice with the Executive Officer or President not more than 7 days after the decision on the subject of the appeal is communicated in writing to the Member

21.3 Forthwith upon receiving such notice the Executive Officer or President shall cause the same to be served on the parties concerned

21.4 The Board shall appoint a suitably qualified person or persons to hear any appeal instituted pursuant to this paragraph (herein called "the Tribunal").

21.5 A person shall be suitably qualified for the purposes of Clause 21.4 if:

- (a) In the case of a Tribunal of 1 member, that person has suitable legal knowledge or
- (b) In the case of a Tribunal of 3 members, the chair has suitable legal knowledge and the other members have knowledge of, and experience in, any relevant aspect relating to the nature of the appeal

21.6 The Tribunal shall hear and determine the appeal and in so doing:

- (a) Will not be bound by the rules of evidence
- (b) May inform itself in such manner as it thinks fit
- (c) Shall act according to equity, good conscience and the substantial merits of the case
- (d) May affirm, quash, or vary the decision appealed against in such manner as it shall think fit

- (e) Must publish reasons for its decision and
- (f) May at its discretion award such costs to any party as it thinks fit

21.7 The Board may make rules in relation to the conduct of any appeals and in doing so shall have regard to the principles of natural justice

21.8 There shall be a right of appeal to the Council against any decision of the Tribunal. No such appeal will be sustained if it is not instituted within 15 days of the publication of the reason of the Tribunal pursuant to Clause 21.6







**ADELAIDE  
UNIVERSITY  
SOCCER CLUB inc**

George Murray Building,  
Victoria Drive  
Adelaide University, SA 5005

AUSC BLACKS  
AUSC WHITES  
AUSC REDS  
AUSC BLUES  
AUSC WOMEN & JUNIORS  
AUSC MASTERS

## COACHING CONTRACT

This contract is an agreement between ..... and the AUSC .

Contract 2014 -2015 for .....

*(insert full name of team including league and division).*

**Between:** Adelaide University Soccer Club

C/o The Adelaide University Sports Association

George Murray Building

Victoria Drive Adelaide SA 5000

(The Provider)

**and:** .....,

.....,

....., SA

(The Contractor)

### **1. The Contract Relationship**

The Contractor agrees to Coach for a period of ONE year (being the 2014 Season) under the auspice and directives of the AUSC Board (The Provider).

### **2. Confidentiality**

Subject to any statutory obligations, both during and after this contract, confidential and sensitive information related to the Provider. The Contractor must abide by the requirements of the Privacy Act 1988 and any state privacy legislation as amended from time to time.

### **3. Payment**

The Provider agrees to pay \$..... for year one (2014) for the AUSC ..... Team .

An additional bonus agreed payment of \$..... for winning the Cup competition and \$..... for winning the Championship. Payments to be made in three instalments, being the start of the contract agreement 2013 payments: 1<sup>st</sup> February \$....., 1<sup>st</sup> of July \$..... and the 28<sup>th</sup> of September 2013 \$..... plus bonuses.

### **4. Review of Conditions**

A review of the Contractors performance and agreed conditions will be carried out at the two-month point of Season 2013 (May 31<sup>st</sup>, 2013).

### **5 Uniforms**

The AUSC to provide all Coaching uniforms for the 2013-14 Season at no cost.

### **6 Obligations to the AUSC**

Part of The Contractor remuneration package, to be determined by the AUSC Board, is given towards attending AUSC functions as required by the Board.

### **7 Upholding the University Name**

If at any time during the 2013-14 season an incident or behaviours occur of an unsportsmanlike manner that in anyway denigrates or brings the AU, AUS or the AUSC into disrepute, a Board meeting of the AUSC will be convened with possible representatives of the AUS Board and AU to decide what course of action is to be taken. Dependent upon the seriousness of any such breach, it should be made clear to The Contractor that in line with FFA, FFSA, SAASL and AUSC directives, punishment, fines or termination of the current contract may occur.

### **8 Trade Restriction**

The Provider and The Contractor agree to a trade restriction. Should The Contractor no longer be in a formal agreement with The Provider, The Contractor will be restricted from establishing or entering a competing team in the same League as the AUSC.

The Provider and The Contractor also agree that should the Contractor no longer be in an agreement with The Provider, The Contractor will be restricted from approaching staff or players of the AUSC for the purpose of seeking their labour or to start an opposing team for a period of two years from the date of resignation/termination of this current agreement.

## 9 Solicitation

Under this agreement, The Contractor must not solicit players or staff on behalf of any other current or future soccer club without the express written consent of the Provider. Where reasonable evidence is available that solicitation has occurred and that it may negatively impact on The Provider, The Provider may seek to end the contract relationship in accordance with all relevant and applicable legislation.

## 10 Variation to Contract

This contract may be varied at any time by mutual agreement of the parties.

### EXECUTED by the parties

SIGNED by (Contractor)

.....

.....

Coach (Name).....

Date: ...../...../2014

SIGNED by (Provider)

.....

CHRIS HARALAM

Chairman AUSC

Date: ...../...../2014

In the presence of:

.....

Name of witness (print)

.....

Signature of witness

.....

Date: ...../...../2014

All AUSC teams are required to adhere to the Adelaide University Sports guidelines for uniforms for all clubs.

The guidelines have been developed by Adelaide University Sport for affiliated clubs to refer to when designing club uniforms and merchandise. Adelaide University Sport is looking to move toward a unified look across all sports and at Australian University Sport events, which is in line with other Australian Universities.

Requirements:

- Uniforms should be predominantly black and white/ or grey with the standard V
- The use of current team colours shall be limited (to be determined by the Board)
- The AUS essential logo will be used on the right side of the V



WHITE BACKGROUND SHIRT



BLACK BACKGROUND SHIRT

**Refer to the AUS Uniform Guidelines for dimensions**

- The AUSC shield shall be used on the left side of the V



- The sponsors' logos shall be on the front below the V, on the back below the number and on the sleeves only. None is to be on the lapels unless prior approval is given by the board.

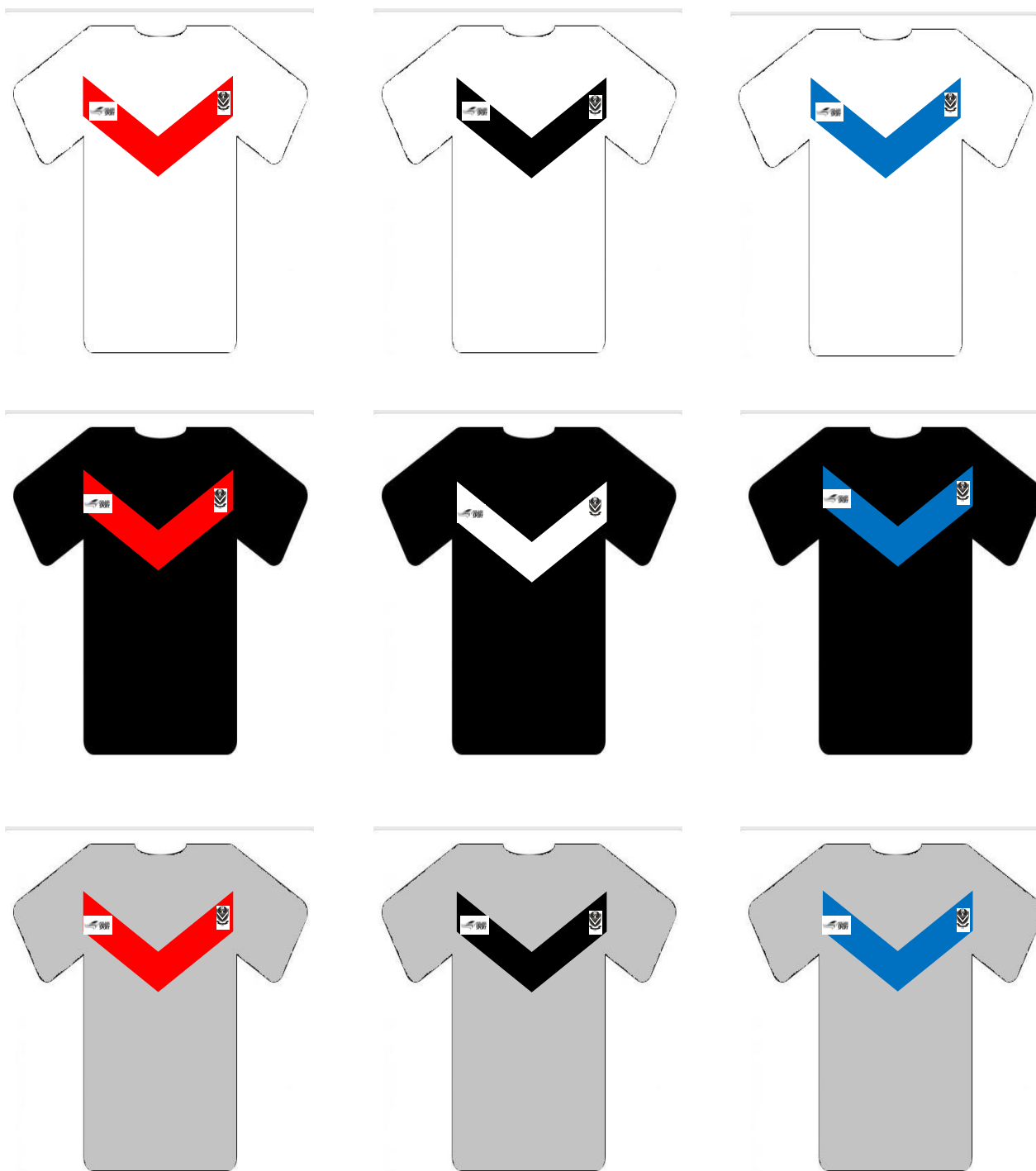
The home strip shall conform to the following design with variations to suit the colours of individual teams as shown.

Away strips may vary to display team colours more prominently.

The samples below should be adhered to as closely as possible and any variations must be approved by the Board

## HOME STRIPS

Any variation from these options needs approval from the Board and AUS.



The shades of grey and white will be according to the guidelines set out by AUS

**SHORTS** shall be black or white with the team colour minimally included on approval by the Board

**SOCKS** shall be black or white with the option of the team colour in hoops

## AWAY or ALTERNATE STRIPS

These are to be used when you know that there is going to be a clash with the opposition. Your home strip as above should be worn whenever possible to distinguish your team as belonging to Adelaide University Sports.

Guidelines for official away strips will be developed and implemented by 2016.

In the meantime, the following suggestion has been put forward by the AUS, that the home strip should be predominantly black and white and the away should be grey with the provision to have more of the team colour present

**THE SUGGESTIONS BELOW INDICATE ROUGHLY HOW MUCH COLOUR WE CAN USE FOR THE ALTERNATIVE STRIP. YOU CAN HAVE ANY COMBINATION ON THE SHIRT AS LONG AS IT DOES NOT GO BEYOND THE AMOUNT OF COLOUR SHOWN.**

The Black and White teams are obvious as they can have any combination.

