

# Renegade Pub Football League Charter

## INTRODUCTION

This charter applies to anyone engaging in the Renegade Pub Football League including but not limited to: board and committee members, players, coaches and supporters. It applies to training and club sanctioned activities, this includes regular after match/training activities, special events such as the Season Launch, the Pub Footy Ball, and posts on the official Club Facebook group, Twitter feed, and Instagram page.

This charter does not include on field conduct, which is for the umpires to administrate in accordance with Australian Football rules, with modifications for RPFL.

Every person involved in the RPFL community should work to ensure:

- Inclusion of every person regardless of their age, gender, sexual orientation, race, culture or religion
- Opportunities for people of all abilities to participate in the sport and improve their potential and skills
- Respect is shown towards others, the club and the broader community
- A safe and inclusive environment for all
- Elimination of violent and abusive behaviour
- Protection from sexual harassment or intimidation

## GUIDING PRINCIPLES

**“play like you’ll have a drink with your opponent after the game”**

As a person engaging in RPFL activities I will:

- Actively stop my mates from engaging in unwelcome behaviour
- Actively seek opportunities to learn from my peers and be open to feedback
- Be accountable for my actions when sober and intoxicated\*
- Be respectful on all avenues of social media and online communication associated with the RPFL, and not engage in any behaviour which makes a person feel unsafe, intimidated or humiliated
- Promote the diversity of gender and race within the league
- Be mindful of the various types of privilege I may possess
- Not vilify or discriminate against people based on their race, gender, sexual orientation, religion, neurodiversity or any other part of their identity
- Not engage in any sexual behaviour that is not explicitly consented to
- Not engage in any behaviour which makes a person feel unsafe, intimidated or humiliated
- Not purposefully use excess force or aggression that compromises player safety
- I will not assume anyone’s gender, or sexuality

*\*as per Good Sports RPFL Alcohol Management Strategy*

## FEEDBACK PROCEDURE

The league has four Player Liaison Officers, these officers are league-wide and offer the opportunity for players to discuss issues with people outside their club, as needed.

If you believe someone has engaged in behaviour that is in breach of the charter and you do not feel comfortable directly addressing the matter with the individual or persons involved, you can contact one of the RPFL Player Liaison Officers.

If the issue is unlikely to be resolved satisfactorily in a timely fashion and/or if the offended individual believes the matter to be of a serious nature, then the Player Liaison Officer will bring the matter to the attention of the Club Leadership Group and sanctions may be imposed.

### 2019 Player Liaisons Officers:

- Sarah (Salty) Otton – The Easybeats FC
- Elliot Coombe – The Workers Club FC
- Ash Thorpe – Labour in Vain FC
- Jill Beale – The Victoria Hotel FC

It is the Player Liaison Officers responsibility to document the incident to the best of their ability, and depending on the wishes of the complainant, communicate the complaint to the relevant team/club members. Documenting all feedback is important in the event of repeat offenders and/or particularly severe incidents. If the nature of the incident is serious or life threatening, call professionals (000).

We respect the privacy of all individuals of the league and will maintain confidentiality. Documentation and feedback will help inform any changes to the charter and feedback procedure for future seasons.

*^Club Leadership Group is defined as a selected group of people from each club who typically make governance decisions on behalf of the team and/or who help lead and coordinate team initiatives.*

### Grounds for Suspension or Disqualification:

If a member of the league believes that this Charter is not being upheld, depending on the severity and nature of the incident, consequences can be applied to match the nature of the incident.

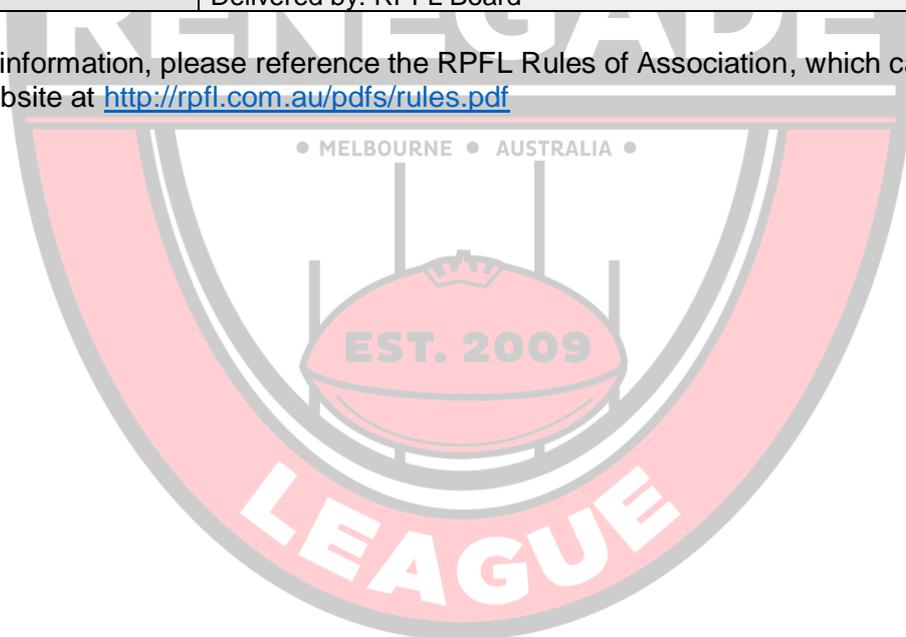
Specifically, examples of the following will be considered serious:

- Verbal, physical, racial or sexual abuse;
- Physical or sexual assault, harassment or intimidation; and
- Use of excess force of aggression on field or at training that compromises player safety

If a Member (the Offending Member) commits any of the above behaviour, the Club Leadership Group may apply sanctions to the Offending Member. Sanctions will be confirmed by a majority vote of the Club Leadership Group and may take the form of:

<b>RPFL SANCTION LEVELS AND DEFINITIONS</b>	
<b>Level 1 Sanction</b>	<p>A verbal warning and/or mediation and/or reconciliation overseen by the Club Leadership Group.</p> <p>Action: The Offending Member will be encouraged to offer an apology and a commitment to change.</p> <p>Delivered by: Club Leadership Group.</p>
<b>Level 2 Sanction</b>	<p>A two-match and two-training suspension.</p> <p>Action: The Offending Member will not be allowed to attend training or enter the rooms/bench for the duration of the suspension.</p> <p>Delivered by: Club Leadership Group.</p>
<b>Level 3 Sanction</b>	<p>A suspension from all Club sanctioned events for a season.</p> <p>Action: This carries over to include the full 9 rounds of the season (i.e. if the suspension occurs on the last game of the year, this carries over to next year).</p> <p>Delivered by: Club Leadership Group</p>
<b>Level 4 Sanction</b>	<p>Lifetime ban from the RPFL League</p> <p>Delivered by: RPFL Board</p>

For more information, please reference the RPFL Rules of Association, which can be found on our website at <http://rpfl.com.au/pdfs/rules.pdf>



## DEFINITIONS

### Gender

The sense of “being” male, female, genderqueer, agender, etc. For some people, gender identity is in accord with physical anatomy. For transgender people, gender identity may differ from physical anatomy or expected social roles. It is important to note that gender identity, biological sex, and sexual orientation are separate and that you cannot assume how someone identifies in one category based on how they identify in another category.

Source: <http://www.stop-homophobia.com/lgbt-terms-and-definitions>

Many gender identities exist outside of masculine and feminine. Sex refers to a person's biological characteristics, while gender is a person's identity (who they feel they are inside) and the mix of those things can mean a person may identify as male, female, both or neither.

Gender diversity includes people who identify as transgender, genderfluid, intersex, gender questioning and genderqueer people. Gender diverse people do not owe an explanation for who they are, how they feel or how they look.

People who identify as genderfluid live between, above, behind, around gender. Some genderfluid people feel very masculine on some days, and feminine on others, while some live free from definition entirely. Genderfluidity, and gender diversity, is natural and unique to every individual.

Source: <http://www.abc.net.au/news/2016-04-07/sexuality-gender-glossary-definitions/7287572>

### Privilege

Privilege is a set unearned benefits given to people who fit into a specific social group.

Society grants privilege to people because of certain aspects of their identity. Aspects of a person's identity can include race, class, gender, sexual orientation, language, geographical location, ability, and religion, to name a few.

Privilege is the opposite to oppression.

Source: <https://everydayfeminism.com/2014/09/what-is-privilege/>

### Sexual Harassment

Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances.

The Sex Discrimination Act 1984 (Cth) defines the nature and circumstances in which sexual harassment is unlawful. It is also unlawful for a person to be victimised for making, or proposing to make, a complaint of sexual harassment to the Human Rights and Equal Opportunity Commission.

Examples of sexually harassing behaviour include:  
unwelcome touching; staring or leering;

suggestive comments or jokes; sexually explicit pictures or posters;  
unwanted invitations to go out on dates; requests for sex;  
intrusive questions about a person's private life or body;  
unnecessary familiarity, such as deliberately brushing up against a person;  
insults or taunts based on sex;  
sexually explicit physical contact; and  
sexually explicit emails or SMS text messages.

Source: <https://www.humanrights.gov.au/publications/sexual-harassment-workplace-legal-definition-sexual-harassment>

### **Vilification and Discrimination**

For the purposes of this Rule, a Player shall not be deemed to have acted in a threatening or aggressive manner or in a way calculated to or which might otherwise have the effect of causing another person referred to in this Rule to act in a threatening or aggressive manner where such act occurred during the course of actual play and where such act did not constitute a breach of the Laws of Australian Football.

No person subject to the Rules and Regulations shall act towards or speak to any other person in a manner, or engage in any other conduct which threatens, disparages, vilifies or insults another person ("the person vilified") on any basis, including but not limited to, a person's race, religion, colour, descent or national or ethnic origin, special ability/disability or sexual orientation, preference or identity.

No League Participant or Club Official shall engage in conduct which may reasonably be considered to incite hatred towards, contempt for, ridicule of or discrimination against a person or group of persons on the ground of their:

- race;
- religion;
- gender;
- colour;
- sexual preference, orientation or identity;
- special ability or disability (Vilification & Discrimination).

Source: 4.1, National Vilification and Discrimination Policy, [www.afl.com.au](http://www.afl.com.au)

### **Neurodiversity**

Neurodiversity is an approach to learning and mental health that argues diverse neurological conditions are the result of normal variations in the human genome. This portmanteau of neurological and diversity originated in the late 1990s as a challenge to prevailing views of neurological diversity as inherently pathological, instead asserting that neurological differences should be recognized and respected as a social category on par with gender, ethnicity, sexual orientation, or disability status... Challenging pervasive social norms and stigmas, it frames autism, ADHD/ADD, dyslexia, and other neurotypes as a natural human variation rather than a pathology or disorder, and rejects the idea that neurological differences need to be (or can be) cured, as they believe them to be authentic forms of human diversity, self-expression, and being.

Source: <https://en.wikipedia.org/wiki/Neurodiversity>