

Charter of the Renegade Pub Football League

Date effective: April 2019

Date last reviewed: April 2021

Next review due: April 2022

The charter of the Renegade Pub Football League (The Charter) applies to anyone engaging in Renegade Pub Football League (RPFL) activities including but not limited to: players, coaches, supporters, board and committee members. The focus of The Charter is off field conduct. The Charter does not include on field conduct during game time, which is for the umpires to administrate in accordance with Australian Football rules, with modifications for RPFL.

Every person involved in the RPFL community has a responsibility to show respect and create a safe space for all including others and the broader community.

The RPFL fosters by The Victorian Government's Fair Play Code – a code of conduct for sport and recreation in Victoria, which outlines the standards of behaviour expected for everyone involved in sport and recreation. [Fair Play Code - Sport and Recreation Victoria](#)

RPFL CHARTER 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 respectful on all avenues of social media and online communication associated with the RPFL
- Not engage in any behaviour which makes a person feel unsafe, harassed or intimidated
- Promote the diversity of gender and race within the league
- Not vilify or discriminate against people based on their race, gender, sexual orientation, religion, culture, ability, neurodiversity or any other part of their identity
- Not engage in violet or abusive behaviour
- Not engage in any sexual behaviour that is not explicitly consented to
- Not purposefully use excess force or aggression that compromises player safety
- Not assume anyone's gender or sexuality
- Be accountable for my actions when sober and intoxicated, as per Good Sports RPFL Alcohol Management Strategy

Member Protection Information Officer (previously known as player liaison officers)

The RPFL currently has nine teams, a member from each team is nominated as the Team Representative for the League. These members take on the Member Protection Information Officer (MPIO) role for their team and act as player liaison offices and provide an opportunity for players to discuss issues with people inside or outside their club, as needed.

If you believe someone has engaged in behaviour that is in breach of The Charter principles and you do not feel comfortable directly addressing the matter with the individual or persons involved you can follow the resolution procedure.

RESOLUTION PROCEDURE

The RPFL requires that all issues of conflict or grievance are resolved to the satisfaction of members in a timely fashion. All members have a responsibility to participate in reasonable actions to resolve issues. The procedures below detail the level of involvement for expediting issue resolution.

We strongly encourage that any person wishing to raise an issue or grievance should in the first instance attempt to resolve the issue themselves directly with the people involved if safe to do so. If appropriate steps for self-resolution have been carried out or are not possible in the particular circumstance a player can follow the following resolution process;

- 1) Raise the issue with your team representative/MPIO/player liaison, or an MPIO/player liaison from another team or another appropriate delegate. As soon as possible after the issue has been reported the claimant and delegate must discuss and try to resolve the issue, if deemed an issue relevant to the club or league. (NB: personal issues are encouraged to be resolved by the persons involved. The League does not facilitate personal issue resolution.) ***If the nature of the incident is serious or life threatening, contact Victoria Police (000) or other relevant service professionals immediately.***
- 2) 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 Team Representative/MPIO may bring the matter to the attention of the Club Leadership Group and discussions with the alleged offending member may occur and sanctions may be imposed.
- 3) The Club Leadership Groups will take all the reasonable steps to resolve the issue. In attempting to resolve the issue, all parties should take account the following factors:
 - a) The extent of the issue, i.e., if it is likely to have a wider effect in the Club or community
 - b) The number of players or teams affected
 - c) Whether appropriate temporary measures are possible or desirable
 - d) The expected time before the issue can be addressed
 - e) What resources may be needed to resolve the issue.
- 4) The Club Leadership Group may call on the Board for assistance. Any team matter reported directly to the Board, where the team MPIO or Club Leadership Group have not been given the initial opportunity to resolve any such issue, will be referred back to the MPIO or Club Leadership Group.
- 5) The final decision with regard to any resolution that has not been resolved at the Club Leadership Group will be referred to the Board for resolution and sanctions may be applied by a Board member/s.

^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. Each team is responsible for constructing their own Club Leadership Group and as a result the size and composition of each group may vary across teams.

Grounds for Suspension or Disqualification:

If a member of the league believes that the RPFL Charter is not being upheld by an individual, 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;

- Verbal or physical harassment or intimidation; and
- Use of excess force of aggression on or off field 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:

RPFL Sanction Levels and Definitions	
Temporary suspension	A temporary suspension may be applied whilst information is being collected by the MPIO and/or other delegates of the Club and to allow discussions to occur internally as well as with the alleged offending member. The suspension period should allow for enough time for discussions and adequate information to be collected to make a sound judgement and decision.
Level 1 Sanction	A verbal warning and/or mediation and/or reconciliation overseen by the Club Leadership Group. Action: The Offending Member will be encouraged to offer an apology and a commitment to change. Delivered by: member of delegate of the Club Leadership Group.
Level 2 Sanction	A two-match and two-training suspension. Action: The Offending Member will not be allowed to attend training or enter the rooms/bench for the duration of the suspension. Delivered by: member of delegate of the Club Leadership Group.
Level 3 Sanction	A suspension from all Club sanctioned events for a season. Action: This carries over to include a full season (i.e. if the suspension occurs on the last game of the year, this carries over to next year). Delivered by: member of delegate of the Club Leadership Group
Level 4 Sanction	Lifetime ban from the Club Delivered by: member of delegate of the Club Leadership Group
Level 5 Sanction	Lifetime ban from the League Delivered by: member of delegate of the RPFL Board

In the case that a member of the RPFL community has been suspended or banned from club or league activities, the offending member must respect these requests. Victoria Police and other service professionals will be involved where necessary.

Privacy and Documentation

It is the MPIO's or delegate responsibility to document the incident to the best of their ability, and depending on the wishes of the complainant and resolution between members communicate outcomes to the relevant team/club members and in more serious cases to the Committee and Board. Documenting all feedback is important in the event of repeat offences and/or particularly severe incidents. We respect the privacy of all individuals of the league and will maintain confidentiality to our best ability and where safe to do so. Documentation and feedback will help inform any changes to The Charter and resolution procedure for future seasons.

More information

Member Protection Information Officers - [Member Protection - Sport and Recreation Victoria](#)

For more information regarding mediation, Disciplinary Action and Grievance Procedures please refer to the RPFL Rules of Association (Division 2 and Division 3 respectively).

[Microsoft Word - RPFL - Own Rules 2018.doc](#)