



Charter of the Renegade Pub Football League

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 Charter focuses on off field conduct and 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. It also does not include personal issue resolution.

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

The RPFL abides 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.

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 violent 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](#)

Team Representatives

Each team in the league nominates a [Team Representative](#) to attend regular league meetings and be a point of contact for their team. It is also their role to assist with mediation or advising on 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, follow the resolution procedure below.



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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 any person wishing to raise an issue or grievance (***the claimant***) to first attempt to resolve the issue directly with the people involved, if safe to do so. If appropriate steps for self-resolution were not successful or possible in the circumstance, follow the steps below:

1. Raise the issue with a Team Representative 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 in a timely fashion and/or if the claimant believes the matter to be of a serious nature, then the Team Representative may bring the matter to the attention of the Club Leadership Group*. Discussions with the alleged offending member may occur and sanctions may be imposed.
3. The Club Leadership Group* will take all reasonable steps to resolve the issue. In attempting to resolve the issue, all parties should take into 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 Representative or Club Leadership Group have not been given the initial opportunity to resolve the issue, will be referred back to the Team Representative or Club Leadership Group.
5. The final decision regarding any issue that has not been resolved at the Club Leadership Group* level 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.*



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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.

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 or aggression on or off field that compromises player safety

If the Offending Member commits any of the above behaviour, the Club Leadership Group may apply sanctions that are confirmed by a majority vote of the Club Leadership Group. These 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 Team Representative and/or other delegates of the Club to allow discussions to occur internally and 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 or 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 or 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 or delegate of the Club Leadership Group
Level 4 Sanction	Lifetime ban from the Club Delivered by: member or delegate of the Club Leadership Group
Level 5 Sanction	Lifetime ban from the League Delivered by: member or 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.



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Privacy and Documentation

It is the Team Representative or delegates responsibility to document the incident to the best of their ability. Depending on the wishes of the claimant and resolution between members, outcomes should be communicated 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

For more information regarding mediation, Disciplinary Action and Grievance Procedures please refer to the [RPFL Rules of Association](#) (Section 11 and 14 respectively)

Date effective	29 Aug 2023
Date last reviewed	29 Aug 2023
Next review due	29 Aug 2024