



HBCAFC – Code of Conduct (Volunteers / Contractors / Employees)

1. Purpose

At Hibiscus Coast AFC, we're proud to be a club that values community, respect, and integrity - both on and off the field. Every volunteer / contractor / employee represents not only themselves but also our wider football whānau. This Code of Conduct outlines what we expect from everyone who falls under the volunteer / contractor / employee category.

2. General Standards

All HBCAFC personnel agree to:

- Respect the rights, dignity, and worth of others.
- Be fair, considerate, and honest in all dealings.
- Conduct themselves professionally and responsibly at all times.
- Commit to providing quality service and performance in their role.
- Comply with HBCAFC's Constitution, Regulations, Policies, and Procedures relevant to their role.
- Abide by all applicable laws, rules, and regulations.
- Refrain from abusive, obscene, threatening, discriminatory, or harassing behaviour.
- Act as positive role models for players, members, and the wider community.

3. Media and Communications

- Personnel must not represent themselves as speaking on behalf of HBCAFC unless specifically authorised in writing to do so.
- Comments (including on social media) must not reasonably be expected to bring HBCAFC, its members, stakeholders, or sponsors into disrepute.
- Personal opinions should be clearly identified as such and kept separate from any HBCAFC role.

4. Integrity in Sport

- Personnel must not participate in, or benefit from, sports betting or gambling related to football matches or competitions in which HBCAFC is directly involved.
- All persons must comply with NZ Football, NRF, and FIFA integrity regulations.

5. Application and Consequences

- For **contractors**, breaches of this Code may be treated as a breach of contract and may result in remedies up to and including termination of services in line with their contract.
- For **volunteers**, breaches may result in their role or involvement with HBCAFC being ended.
- For **employees**, breaches may be dealt with under the relevant employment agreement and processes.

6. Acknowledgement

I confirm that I have read and understood this Code of Conduct. I agree to abide by these standards while engaged in any role with HBCAFC.

Signature: _____



HBCAFC – Code of Conduct (Players)

At Hibiscus Coast AFC, we're proud to be a club that values community, respect, and integrity - both on and off the field. Every player represents not only themselves but also their teammates, coaches, supporters, and the wider football whānau.

This Code of Conduct outlines what we expect from every player who wears the HBC badge.

1. Respect for Others

All players are expected to:

- Treat teammates, opponents, coaches, referees, and spectators with respect at all times.
- Accept decisions made by referees and officials without argument or abuse.
- Use positive and supportive language — no swearing, name-calling, or put-downs.
- Value diversity and inclusion — everyone belongs here, regardless of background, gender, or ability.

2. Responsibility and Behaviour

- Be on time, prepared, and ready to give your best effort at every training and game.
- Take responsibility for your actions and how they impact your team and club.
- Follow the team's training plans, instructions, and safety guidelines.
- Look after club equipment, facilities, and uniforms — treat them with care and pride.
- Avoid behaviour (on or off the field) that could damage the club's reputation or your team's spirit.

Communication and Conduct

- Raise issues or concerns respectfully with your coach or manager — not on social media.
- Never post, share, or comment negatively about the club, teammates, officials, or opponents online.
- Remember: what you say and post reflects the whole club.
- Only authorised club representatives may speak to media or represent the club publicly.

4. Team Culture

- Be a positive role model for younger players and members of the community.
- Celebrate others' successes and support teammates through challenges.
- Keep a growth mindset — learn from mistakes, work hard, and enjoy the game.
- Treat coaches, volunteers, and managers with the same respect they show you — they give their time to help you succeed.

5. Prohibited Conduct

Players must not:

- Engage in bullying, harassment, discrimination, or victimisation of any kind.
- Use or be under the influence of drugs or alcohol during any club activity.



- Participate in gambling or betting on football matches in which they are involved.
- Behave in any way that could bring the club, its members, or the sport into disrepute.

6. Accountability

- Breaches of this Code of Conduct may result in disciplinary action under the club’s Constitution, Regulations, or Policies.
- The goal of any disciplinary action is education and accountability — to help players learn, not shame them.

Player Pledge

I understand that representing Hibiscus Coast AFC is a privilege.

By signing below, I agree to uphold this Code of Conduct, show respect for my teammates and club community, and play my part in building a positive football culture at HBC.

Player Name: _____

Team: _____

Signature: _____

Date: _____