

KEY FOOTBALL RULES AND REGULATIONS

AFL Code of Conduct - CBA

The AFL Code of Conduct is part of the Collective Bargaining Agreement negotiated between the AFL and the AFLPA. It is important you read and understand this Code, which can be found at www.aflpa.com.au. Hard copy is also available from the Football Department.

AFL Individual Conduct & Responsibility Policy

The AFL Individual Conduct and Responsibility Policy is based on a very simple concept.

Every person in the AFL – players, coaches, administrators, umpires, team support staff, board members and club and AFL employees – is in a privileged position.

This privileged position brings with it a responsibility to ensure that by their personal behaviour, they do not damage public respect and support for the AFL competition and for Australia's only indigenous game.

Everyone employed or serving in a capacity with the AFL and AFL clubs has an obligation to comply with the rules and regulations of the competition, behave in a responsible manner and comply with the laws of the land.

Responsible and lawful conduct repays the trust, support and investment provided to clubs, players and the AFL by the competition's key stakeholders – supporters, members, media and corporate partners and various levels of government, and is therefore in the best interests of the AFL competition.

If a person does not meet this standard of behaviour, they face the prospect of being dealt with under the "Conduct Unbecoming" provisions of the AFL Rules and AFL Regulations.

Hard copy of the AFL Individual Conduct and Responsibility Policy is available from the Football Department.

AFL Notifiable Conduct Policy

AFL Player Rules require that any player or official must immediately notify their Club CEO or General Manager – Football if they are interviewed as a suspect, charged, arrested or given an infringement notice by police in respect of any Notifiable Conduct (conduct which may constitute an offence for which the prescribed maximum penalty is a term of imprisonment).

As an extension of this rule, players are required to immediately notify the General Manager – Football or Player Welfare and Development Manager if they have been involved in any incident which may

attract police and/or media attention.

Sydney Swans Code of Conduct

Our Club's Code of Conduct has been agreed by the player group.

Key Principles:

- Always at training sessions and always on time for training.
- Always at required meetings and always on time for meetings.
- Always attend set appointments and always on time for appointments (massage, physio, dentist, etc.).
- Always meet travel commitments (plane or bus) and always on time for travel.
- Always notify appropriate Club personnel if likely to be late or missing.
- Always attend senior home games whether playing or not.
- Always adhere to Club uniform – training, playing, travel, functions.
- Always prepared – knowledge (game plan, opposition etc.), equipment (boots, footballs, ice'n'easy, swimming goggles, etc.).
- Mobile phones are to be turned off while in the rooms on match days, both prior to and after the game.
- For all formal meetings on Level 2, dress standards must be maintained. This includes the wearing of footwear, some form of top (i.e. not bare-chested), no sweaty training gear, and showered and changed following training.
- No leaving property in reception.

Penalties:

- Penalties should be set, unemotional and consistent for each indiscretion.
- Where penalties are open, a committee consisting of the Senior Coach, General Manager – Football and Club Captains will determine the penalty on a case by case basis.
- Extra sessions – to be organised by the players and monitored by the conditioning staff.

Fit for Work - Alcohol Policy

In consultation with the leadership group, a policy has been developed to provide guidelines to all Sydney Swans players on alcohol consumption. Hard copy is available from the Football Department and the policy can be found on Protrac.

Discrimination & Racial and Religious Vilification

The Sydney Swans fully endorse and support the strong AFL stance taken in regard to Discrimination and Racial and Religious Vilification.

The AFL has very stringent confidentiality rules that apply should you become involved in a Discrimination, Racial or Religious Vilification incident (whether you have been vilified, accused of vilifying someone or are a witness) and fines may apply for any public comment. If you are involved in an incident of this type, please notify either the Player Welfare Manager or General Manager – Football as soon as practicable after the incident has occurred.

For details of the AFL Discrimination and Racial and Religious Vilification policy, please refer to the AFL Player Rules, which you can find at www.afl.com.au. Hard copy is also available from the Football Department.

AFL Anti-Doping Code

Using a banned performance enhancing drug or method to improve athletic performance is cheating. The AFL Anti-Doping Code is fully compliant with the code developed by the World Anti-Doping Agency. Enforcement of the Code is integral to maintaining the AFL's integrity and ensuring a level playing field for all players. The AFL's Anti-Doping Code contains a list of prohibited substances and methods which are banned.

AFL players have absolute and ultimate liability under the Anti-Doping Code for any substance they may take. Serious sanctions apply for breaches. It is essential players fully understand the AFL's Anti-Doping Code.

Under the AFL Anti-Doping Code, a positive test for most prohibited substances will carry a mandatory two-year suspension.

Don't take any chances! Before you take any form of medication for any condition whatsoever, check with the Club's Medical Officer, Tom Cross, and keep a record of all medication you have taken.

Before taking any supplement, it must first be approved by the Club Dietitian, Elise Cameron, and by the Club's Medical Officer, Tom Cross.

Peter Berbakov is our Club's nominated Club Liaison Officer and the liaison point for ASADA in all matters relating to the AFL's Anti-Doping Code and Illicit Drug Policy testing procedures. This will involve Peter co-ordinating testing of players when ASADA or the AFL's testers attend our Club. In the event of a player being nominated for a drug test after a game, the player will be accompanied by an ASADA chaperone from the moment the player leaves the ground and for the duration of the period until the test completed. Sanctions will be imposed for a breach of this

procedure regardless of the outcome of the test.

Refusal to provide a sample is deemed to indicate a positive test and carries a mandatory two-year suspension.

If a player is advised by ASADA that his "A" sample from a drug test has tested positive the player's first and immediate course of action should be to contact the General Manager – Football, and it is advisable not to discuss this with any other person until this contact is made.

For the full Anti Doping Code and further information please refer to www.aflpa.com.au. Hard copy is also available from the Football Department.

AFL Illicit Drugs Policy

The AFL Illicit Drugs Policy was formed to protect the health and welfare of AFL players. It is based on medical principles of education, counselling, treatment and ongoing support.

The Illicit Drugs Policy has been developed in consultation with, and is supported by, leading Australian medical and drug prevention experts including the Australian Drug Foundation.

The AFL Illicit Drugs Policy is an industry-wide approach to tackling the use of illicit drugs (such as cocaine, ecstasy, marijuana, ketamine and GHB) by AFL players and officials.

The aims of the policy are clear:

- To educate players about the serious dangers of using illicit drugs
- To identify any player who has made the poor choice to use drugs and to direct him immediately into appropriate counselling and treatment programs
- To provide the necessary intervention and support to change behaviour of those identified.

For the full Illicit Drugs Policy and further information please refer to www.aflpa.com.au or contact the Club's Medical Officer, Tom Cross, or Player Welfare & Development Manager, Dennis Carroll. Hard copy of the policy is also available from the Football Department.

Fit for Work - Illicit Drugs Policy

This Club policy sits alongside the AFL's Illicit Drugs Policy, which is fully endorsed by the Club. The fundamental objective of this policy and the AFL Illicit Drug Policy is to protect the health and welfare of players. It is based on the medical principles of education, counselling, treatment and ongoing support. Hard copy is available from the Football Department and the policy can be found on Protrac.

Hair Testing – Illicit Drugs Policy

Hair testing may be undertaken under the Illicit Drugs Policy within ten (10) working days of players returning to the Club from leave.

Player Leave – Whereabouts

In accordance with the AFL Anti-Doping Code, players must advise the Club of their whereabouts, including address and phone number, for any leave period, as ASADA may conduct tests during this time. Any player who changes his plans during any leave period must immediately advise either Vanessa Muellner or Peter Berbakov of his new whereabouts details. Failure to provide accurate whereabouts information will result in a fine to the Club, which may be passed on to the player.

Anti-Gambling Policy

The AFL has a strict Anti-Gambling Policy that all Players, Coaches, Football Staff, Administrators and Board Members must comply with.

Players / officials must not contrive the result of a match or any aspect of a match, must not bet on any aspect of the AFL and must not allow anyone to bet on their behalf. It is also a breach of the policy to provide any inside information that helps other people to place bets. As players you have an obligation to inform the AFL within 24 hours if any person approaches you to breach these rules.

Please ensure you fully understand the policy, which you can find in the AFL Player Rules at www.afl.com.au. Hard copy is also available from the Football Department.

Respect & Responsibility Policy

The Respect and Responsibility Policy represents the AFL's commitment to addressing violence against women and working towards creating safe, supportive and inclusive environments for women and girls across the football industry as well as the broader community. All players need to be familiar with this policy, which you can find at www.afl.com.au. Hard copy is also available from the Football Department

Player Investments – Lodgement Requirements

All players, other than first and second year players, shall be required to lodge with the AFL on an ongoing basis details of any investments made with Clubs or Club Associates.

Specifically, in this regard, details to be provided by Players are to include any arrangements that they and/or their Associates have entered into with the Club and/ or its Associates relating to investments in property, property development, shares, business or other like arrangements which the Player or their Associates have obtained through the investment of money, provision of services, a payment / transaction from the Club / Club Associate as a gift or combination of any of the four.

Players will be advised annually of their responsibilities in relation to the above.

Confidentiality

The terms and conditions under which a player is engaged by the Sydney Swans are strictly confidential. The player, except as may be required by law or on the proper discharge of his duties, shall not divulge any details pertaining to his financial and other remuneration, the training methods, coaching manuals, affairs or records of the Club or its members to any person, corporation, organisation or association without the express written permission of the General Manager – Football or Chief Executive Officer.

In addition, no player is permitted to write, record, provide, engage or otherwise participate in any way in the publication, production, editing or otherwise of any form of written, recorded, audio or visual account of the affairs of the Club or the player in his capacity as such, including but not limited to the training methods, coaching records, personnel, officials, players, staff or Board of the Club (past, present and future) without permission of the Club Chief Executive Officer, Media Manager or General Manager – Football.

Other Football & Sporting Activities

No player is permitted to participate without prior approval from the Sydney Swans in any game of football other than those organised and approved by the Sydney Swans.

No player may participate without prior approval from the Sydney Swans in any form of sport or activity that potentially may be dangerous to the wellbeing of the player, thereby affecting the player's ability to fulfil his football obligations.