



## CODE OF CONDUCT POLICY

O'Raghallaighs GFC

North Road

Drogheda

County Louth

21/01/2022

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## 1. Introduction

The O'Raghallaighs GFC policy is that all parties involved in our club and activities should accept their roles and responsibilities that they undertake as the club commits itself to maintaining an enjoyable and safe environment for all. The safeguarding of all the groups that form part of the club's community will always be a key priority as the club recognises that the welfare of the child is of paramount importance in our work. O'Raghallaighs GFC wishes to see this policy developed, promoted, and implemented as an initiative that encourages fair play, respect, equal opportunities, and safety in all aspects of our work with children, young people, and the club community.

The groups that form part of the club community are players, coaches, mentors, selectors, trainers, parents, guardians, family members, club members, employees, volunteers, members of the public who enter the club grounds, patrons, customers, spectators, supporters, guests, and external partners. The groups that form part of the club community may be expanded upon or reduced and should not be limited to the groups above.

The O'Raghallaighs GFC will:

- Ensure that the Sections of the club are structured in accordance with good practice guidelines and that club members are afforded a role in decision making at an appropriate level.
- Ensure that all the groups that form part of the club's community are aware as to their responsibilities.
- Ensuring that all players are covered by their relevant Injury Scheme and that all premises etc. in use by all the groups that form part of the club's community are equally covered for property / liability insurance as deemed necessary.
- Seeking the agreement of parents / guardians when their sons / daughters under 18 years of age are invited into adult squads. Boundaries of behaviour in adult groups

are normally different from the boundaries that apply to underage teams and squads.

The club will also promote quality participation by:

- Adopting this Code of Conduct as a basic level of agreement between the club and their players, their mentors, coaches, selectors, trainers, parents / guardians, spectators, supporters etc. and all the groups that form part of the club's community.
- Leading by example and ensuring that you have a user friendly and an equal opportunity to all who wish to participate in games and activities, regardless of an individual's ability.
- Developing effective procedures for responding to and recording all attendances, incidents, accidents, and injuries.
- Accessing relevant information on Alcohol and Substance Abuse Prevention Programmes and promoting relevant training in this area of health awareness for relevant club personnel.
- Distributing information on Anti Bullying strategies by adopting and implementing an Anti-Bullying Policy Statement in the club.

## **2. GAA Policies & Handbook**

The O'Raghallaighs GFC operates under the Governance and Rules of the Gaelic Athletic Association (GAA). This policy should be read in conjunction with the current GAA Policies and Handbook. If there is any discrepancy between the two documents the GAA Policies and Handbook will take precedent over this document.

### 3. Players

A Player is defined as any person that participates in any GAA sporting activity whether it is football, handball, ladies' football, hurling or Camogie and any subsequent sporting activity classified now or in the future as a GAA sport. Players can benefit greatly from sports in terms of personal development and enjoyment. As part of their participation the players must be encouraged to realise that they also have responsibilities to treat others with fairness and respect. With rights there will always be responsibilities. Players must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC and GAA.

#### 3.1 Adult Players

Adult players are players classified over the age of 18 years of age. Players should always:

- Play fairly, always do their best even in training and enjoy themselves.
- Represent their family and club with pride and dignity.
- Always shake hands with your opponents before and after regardless of the result.
- Respect officials, coaches, mentors, selectors, trainers from within and from outside the club and respect their decisions gracefully.
- Respect your opponents, spectators, supporters and attendees to the event or match.
- Respect fellow team members regardless of ability, cultural or ethnic origin, gender, sexual orientation or religion beliefs.
- Respect fellow team members giving them support when they do well and even when they do not so well.
- Accept apologies from opponents when offered.
- Be modest in victory and gracious in defeat.
- Let your team coaches, mentors, selectors, trainers know when you are not available for training or a match (give as much notice as possible).
- Do not tell lies or be dishonest.

- Shake hands before and after the game irrespective of the result.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take due care of club equipment.
- Take care of their own safety.
- Ensure they are not under the influence of an intoxicating substance (alcohol, drugs etc.) while undertaking sporting activities such as playing, coaching, mentoring, selecting, or training.
- To inform their coaches, mentors, selectors, trainers if they are on any medication that may affect their health if they undertake sporting activities.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.
- Any player that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Pay their annual club membership fee, in cases where the membership cannot be paid in a single instalment, they must agree a payment plan with the Treasurer.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Players should not:

- Cheat – always play by the rules.
- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Use unfair or bullying tactics to gain advantage or isolate members of the club community.

- Spread rumours.
- Tell lies about members of the club community.
- Play or train if they feel unwell or are injured.
- Use unacceptable abusive language or racial and / or sectarian references.

### 3.2 Juveniles

Juvenile players are players classified under the age of 18 years of age. Players should always:

- Play fairly, always do their best even in training and enjoy themselves.
- Represent their family and club with pride and dignity.
- Always shake hands with your opponents before and after regardless of the result.
- Respect officials, coaches, mentors, selectors, trainers from within and from outside the club and respect their decisions gracefully.
- Respect your opponents, spectators, supporters and attendees to the event or match.
- Respect fellow team members regardless of ability, cultural or ethnic origin, gender, sexual orientation or religion beliefs.
- Respect fellow team members giving them support when they do well and even when they do not so well.
- Accept apologies from opponents when offered.
- Be modest in victory and gracious in defeat.
- Let your team coaches, mentors, selectors, trainers know when you are not available for training or a match (give as much notice as possible).
- Do not tell lies or be dishonest.
- Shake hands before and after the game irrespective of the result.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take due care of club equipment.
- Take care of their own safety.

- Ensure they are not under the influence of an intoxicating substance (alcohol, drugs etc.) while undertaking sporting activities such as playing, coaching, mentoring, selecting, or training.
- To inform their coaches, mentors, selectors, trainers if they are on any medication that may affect their health if they undertake sporting activities.
- Co-operate with the club regarding health & safety at work.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.
- Any player that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Pay their annual club membership fee, in cases where the membership cannot be paid in a single instalment, agree a payment plan with the Treasurer.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Players should not:

- Cheat – always play by the rules.
- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Use unfair or bullying tactics to gain advantage or isolate members of the club community.
- Spread rumours.
- Tell lies about members of the club community.
- Play or train if they feel unwell or are injured.
- Use unacceptable abusive language or racial and/or sectarian references.



#### 4. Coaches, Mentors, Selector & Trainers

A coach, mentor, selector, or trainer is defined as any person that participates in GAA sporting activity whether it is football, handball, ladies' football, hurling or Camogie and any subsequent sporting activity classified now or in the future as a GAA sport that involves interaction with individual players, teams or the club community as a coach, mentor, selector, or trainer.

Coaches, mentors, selectors, and trainers must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC and GAA.

Coaches, mentors, selectors, or trainers should always:

- Encourage fair play among the teams under their stewardship.
- Encourage teams under their stewardship to always do their best even in training and enjoy themselves.
- Steward and guide the players under their stewardship in the traditions and ethos of the GAA.
- Represent their family and club with pride and dignity.
- Always shake hands with your opponents before and after regardless of the result.
- Respect officials from within and from outside the club and respect their decisions gracefully.
- Respect your opponents, spectators, supporters and attendees to the event or match.
- Respect fellow team members regardless of ability, cultural or ethnic origin, gender, sexual orientation or religion beliefs.
- Respect fellow team members giving them support when they do well and even when they do not so well.
- Accept apologies from opponents when offered.
- Be modest in victory and gracious in defeat.
- Do not tell lies or be dishonest.

- Shake hands before and after the game irrespective of the result.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take due care of club equipment.
- Take care of their own safety.
- Ensure they are not under the influence of an intoxicating substance (alcohol, drugs etc.) while undertaking sporting activities such as playing, coaching, mentoring, selecting, or training.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.
- Any coach, mentor, selector, or trainer that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Pay their annual club membership fee, in cases where the membership cannot be paid in a single instalment, agree a payment plan with the Treasurer.
- Complete An Garda Síochána – GAA Vetting Form and return to the clubs elected representative in a sealed envelope for submission to An Garda Síochána within 7 days of joining the club.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Coaches, mentors, selectors, or trainers should not:

- Cheat – always play by the rules.
- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.

- Use unfair or bullying tactics to gain advantage or isolate members of the club community.
- Spread rumours.
- Tell lies about members of the club community.
- Force players to train when injured or feeling unwell.
- Use unacceptable abusive language or racial and/or sectarian references.

## 5. Parents, Guardians & Family Members

Parents and guardians are deemed to mean biological parent or grandparent, adoptive parent or grandparent, stepparent or step grandparent, foster parent or foster grandparent, or legal guardian of any group member in the club community whether they participate in GAA sporting activity or not. Family members are deemed to mean, brothers, sisters, aunty, uncles, cousins, whether biological, adoptive, step, foster, or guardian related of any group member in the club community whether they participate in GAA sporting activity or not. They must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC and GAA.

Parents, guardians, and family members should always:

- Encourage fair play among the teams and players.
- Encourage teams to always do their best even in training and enjoy themselves.
- Represent their family and club with pride and dignity.
- Respect officials, coaches, mentors, selectors, trainers, and players from within and from outside the club and respect their decisions gracefully.
- Respect coaches, mentors, selectors, trainers, and players you support when they do well and even when they do not so well.
- Respect the opponents, spectators, supporters and attendees to the event or match.
- Respect all the members of the club community regardless of their ability, ethnic origin, cultural background, gender, sexual orientation or religion.
- Be modest in victory and gracious in defeat.

- Do not tell lies or be dishonest about members of the club community.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take care of their own safety.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.
- Any Parents, guardians and family members that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Parents, guardians, and family members should not:

- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Use unfair or bullying tactics to gain advantage or isolate members of the club community.
- Spread rumours.
- Tell lies about members of the club community.
- Use unacceptable abusive language or racial and/or sectarian references.

## 6. Members

Members are deemed to mean members of the club that do not participate in GAA sporting activities and have paid their annual non-playing club membership. They must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC and GAA.

Members should always:

- Encourage fair play among the teams and players.
- Encourage teams to always do their best even in training and enjoy themselves.
- Represent their family and club with pride and dignity.
- Respect officials, coaches, mentors, selectors, trainers, players from within and from outside the club and respect their decisions gracefully.
- Respect coaches, mentors, selectors, trainers, and players when they do well and even when they do not so well.
- Respect the opponents, spectators, supporters and attendees to the event or match.
- Respect all the members of the club community regardless of their ability, ethnic origin, cultural background, gender, sexual orientation or religion.
- Be modest in victory and gracious in defeat.
- Do not tell lies or be dishonest about members of the club community.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take care of their own safety.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.
- Any member that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Comply with the Clubs and GAA Policies & Code of Conduct.

- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Members should not:

- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Use unfair or bullying tactics to gain advantage or isolate members of the club community.
- Spread rumours.
- Tell lies about members of the club community.
- Use unacceptable abusive language or racial and / or sectarian references.

## **7. Employees**

Employees are deemed to mean any person who is in receipt of remuneration for the supplying of their labour service to the O'Raghallaighs GFC. They must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC, GAA, employment contracts and O'Raghallaighs GFC Safety Statement.

## **8. Volunteers**

Volunteers are deemed to mean any person who receives no remuneration for the supplying of their labour service to the O'Raghallaighs GFC. They must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC and GAA.

Volunteers should always:

- Encourage fair play and fairness in all their volunteering activities.

- Encourage members of the club community to always do their best when representing the club.
- To steward and guide the members of the club community under their stewardship in the traditions and ethos of the GAA.
- Represent their family and club with pride and dignity.
- Respect coaches, mentors, selectors, trainers, and players when they do well and even when they do not so well.
- Respect the opponents, spectators, supporters and attendees to the event or match.
- Respect all the members of the club community regardless of their ability, ethnic origin, cultural background, gender, sexual orientation or religion.
- Do not tell lies or be dishonest about members of the club community.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take due care of club equipment.
- Take care of their own safety.
- Ensure they are not under the influence of an intoxicating substance (alcohol, drugs etc.) while undertaking volunteering activities.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.
- Any volunteer that recklessly endangers his /herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Volunteers should not:

- Cheat – always play by the rules.

- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Use unfair or bullying tactics to gain advantage or isolate members of the club community.
- Spread rumours.
- Tell lies about members of the club community.
- Use unacceptable abusive language or racial and/or sectarian references.

## 9. Members of the Public

Members of the public are deemed to mean any person who enters the O'Raghallaighs GFC grounds and does not fall under any other category. They must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC and GAA when on the grounds of the club.

Members of the public should always:

- Respect the club community and organisers of the event they are attending and respect their decisions gracefully.
- Respect all the members of the club community regardless of their ability, ethnic origin, cultural background, gender, sexual orientation or religion.
- Do not tell lies or be dishonest about members of the club community.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take care of their own safety.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.



- Any member of the public that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Members of the public should not:

- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Spread rumours.
- Tell lies about members of the club community.
- Use unacceptable abusive language or racial and/or sectarian references.

## 10. Spectators & Supporters

Spectators and supporters are deemed to mean anyone that enters the O'Raghallaighs GFC grounds and attends a match or event and is not participating in the event, whether they paid into the event or attendance was free. They must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC and GAA.

Spectators should always:

- Encourage fair play among the teams and players.
- Encourage teams to always do their best even in training and enjoy themselves.
- Represent their family and their club with pride and dignity.
- Respect officials, coaches, mentors, selectors, supporters, trainers, players from within and from outside the club and respect their decisions gracefully.

- Respect coaches, mentors, selectors, trainers, and players you support when they do well and even when they do not so well.
- Respect the opponents, spectators, supporters and attendees to the event or match.
- Respect all the members of the club community regardless of their ability, ethnic origin, cultural background, gender, sexual orientation or religion.
- Be modest in victory and gracious in defeat.
- Do not tell lies or be dishonest about members of the club community.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take care of their own safety.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.
- Spectators and supporters that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Spectators and supporters should not:

- Shout at or argue with an official, players, coaches, mentors, selectors, trainers, Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Use unfair or bullying tactics to gain advantage or isolate members of the club community.
- Spread rumours.
- Tell lies about members of the club community.

- Use unacceptable abusive language or racial and/or sectarian references.

## 11. Guests

Guests are deemed to mean any person who enters the O'Raghallaighs GFC grounds on receipt of an invitation from a club member who has paid their membership, otherwise they are classified as members of the public. They must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC and GAA.

Guests should always:

- Respect the club community and organisers of the event they are attending and respect their decisions gracefully.
- Respect all the members of the club community regardless of their ability, ethnic origin, cultural background, gender, sexual orientation or religion.
- Do not tell lies or be dishonest about members of the club community.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take care of their own safety.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.
- Must not interfere with or misuse any specified items or equipment.
- Guest that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Guests should not:

- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Spread rumours.
- Tell lies about members of the club community.
- Use unacceptable abusive language or racial and / or sectarian references.

## 12. Patrons & Customers

Patrons and customers are paying customers for the use of the facilities such as the club house bar, hall, etc. They must agree to abide by the Code of Conduct and to any other policies and codes in the O'Raghallaighs GFC, agreement between the club and them and the O'Raghallaighs GFC Safety Statement.

Patron and customers should always:

- Represent their family and club with pride and dignity.
- Respect the club community and organisers of the event they are attending and respect their decisions gracefully.
- Respect all the members of the club community regardless of their ability, ethnic origin, cultural background, gender, sexual orientation or religion.
- Do not tell lies or be dishonest about members of the club community.
- Adhere to acceptable standards of behaviour and the Club's Code of Discipline.
- Take care of their own safety.
- Co-operate with the club regarding health & safety.
- Not to engage in any improper conduct that might endanger their health & safety and that of others.

- Must not interfere with or misuse any specified items or equipment
- Patrons or customers that recklessly endangers his / herself as well as other persons may be subject to disciplinary action by the Executive Committee.
- Comply with the Clubs and GAA Policies & Code of Conduct.
- Comply with any relevant legislation regarding the use, operation and working at, on or in the club facilities.

Patrons and customers should not:

- Shout at or argue with an official, teammates, coaches, mentors, selectors, trainers, spectators, supporters, guests etc. or opponents including threatening to or using violence.
- Spread rumours.
- Tell lies about members of the club community.
- Use unacceptable abusive language or racial and/or sectarian references.

### **13. External Partners**

External partners are deemed to mean tenants, organisations and sole traders who use and support the O'Raghallaighs GFC facilities. They must agree to abide by the Code of Conduct to any other policies and codes in the O'Raghallaighs GFC, agreement between the club and them and the O'Raghallaighs GFC Safety Statement.

### **14. Breach of Code of Conduct Policy**

O'Raghallaighs GFC reserves the right to report any alleged breach to An Garda Síochána. If the O'Raghallaighs GFC reports the alleged breach to An Garda Síochána, O'Raghallaighs GFC must pause their examination until after An Garda Síochána investigation has concluded.

Any alleged breaches by an employee, patron, customer, or external partner will be examined in accordance with the terms and conditions of the contract / agreement between the O'Raghallaighs GFC and the relevant party.

All alleged breaches should be reported as outlined below depending on the process.

#### **14.1 Informal Process**

Any complaints that are report verbally regarding alleged breaches of the Code of Conduct will only be examined informally. All alleged breaches should be reported to the Chairperson in the first instance. In the event the alleged breach is by the Chairperson, the alleged breach should be reported to the Vice Chairperson. The Chairperson or his / her elected representative will discuss the matter informally with the complainant and the respondent (person alleged to have committed the breach). Sanctions in the GAA Handbook cannot be issued in an informal process.

#### **14.2 Formal Process**

For an alleged breach of the Code of Conduct to be examined formally, the alleged breach must be reported in writing by the complainant to the Club Secretary email or by post:

[secretary.oraghallaighs.louth@gaa.ie](mailto:secretary.oraghallaighs.louth@gaa.ie);

The complainant must provide details, of the alleged breach, including the name of person or persons who committed the alleged breach or breaches, locations, dates, times, and names of any potential witness.

The alleged breach will be examined in accordance with the procedure laid out in the GAA Policy and Handbook. Any sanctions that may result due to an allegation being upheld will be issued in accordance with the sanctions set out in the GAA Policy and Handbook.