

CROWS SUPPORTERS GROUP Inc

Code of Conduct as of January 28, 2018



All members of the **Crows Supporters Group (CSG)** must comply with the obligations and rules under Common Law as well as the guidelines of the AFL, the Adelaide Football Club and our own Constitution and Bylaws.

As the CSG is a volunteer based organisation with day to day functions, operations, meetings etc., it shall be deemed to be a volunteer work environment and as such, shall be governed by normal, acceptable rules and regulations covering work place conduct and or behaviour.

All CSG members are obliged to refrain from unlawful or offensive behaviour impacting the CSG concerning its finances, products, partnerships or public image. Breach of this code may result in the member's suspension or expulsion.

The CSG are committed to maintaining the highest degree of integrity at all our events and meetings and in our chat rooms. The personal behaviour of members will not bring discredit to the CSG, to the work performed by the CSG or to fellow members. Any person who is a member of the CSG is required to act in a manner that does not reflect badly, either directly or indirectly, on the good name, image or character of the Group.

Therefore, any statements that may tarnish the image of the CSG, any person or other organisation will be deemed inappropriate and unacceptable. Members will distinguish clearly between statements and actions made as a private individual and as a representative of the CSG.

Bullying, anger, sexist or gender-based language, or any other inappropriate language, will not be tolerated. Neither will aggressive or intimidating behaviour. Any written or verbal comments made to social media or other media must not be offensive by wording, by meaning, or by insinuation. All communication directed to other CSG members, whether it be written or verbal, will be done so with respect.

The CSG will always strive to be fair and objective in our advice and actions and we will never be influenced in our decisions, actions or recommendations by issues of sexuality, gender, race, creed, colour, age or personal disability. Any complaints or problems about practices at any level should and will be discussed with the executive committee of the CSG and appropriate investigation/grievance procedures will be followed as required. Inappropriate behaviour such as drunkenness, discriminatory comments, actions or threats of harm to self or another person, will be immediately reported to AFL/Oval security without exception.

Any documents created by, or for the benefit of, the CSG or any other group/organisation associated with the CSG must be created in a manner that is fair and impartial to all relevant parties and/or members. No document shall be created in such a manner that it creates an unfair advantage to any person. The CSG logo will not be used without the written permission of the committee.

The CSG will conduct all activities professionally and with integrity. We will take great care to be completely objective in all communications with one another and any suggestions that we give will not be influenced by anything other than in the best and proper interests of the CSG and or the Adelaide Football Club.



Peter Kauschke

President

Mobile: 0439 990 134

Email: csg.president@bigpond.com