

EA Football Club Code of Conduct (April 2025)

EA Football Club strives to stand out as a model of diversity and inclusion — honouring and celebrating our many differences while embracing our shared commonalities.

Code of Conduct

Please always remember the emphasis of Walking and Running Football is playing for fun! All players should recognise that some players may be slow or clumsy; you must recognise that any foul committed is unlikely to be either intentional or malicious. However, tempering one's play to accommodate one's opponent's deficiencies may be prudent.

Players at all times should:

- Place the well-being, safety and enjoyment of each player above everything, including winning.
- Adhere to Laws of the Game whatever they might be; from time to time we may play by different rules if preparing for a tournament.
- Abide by and accept in good grace the decisions of our officials.
- Never engage in offensive, insulting, abusive or disrespectful language towards any other person or persons.
- Never engage in bullying, intimidation or harassment.
- Speak to officials, team-mates, the opposition, spectators and the coach/manager with respect.
- Promote and endorse Fair Play. Remember we all make mistakes!
- Win or lose with dignity, shake hands with the opposing team and the referee/officials at the end of every session.

Tournaments

If you are lucky enough to be selected to represent the club in a tournament you will be expected to:

- Wear the kit supplied by the club and take instruction from your Team Manager/Captain.
- Show respect to the players of both teams at ALL times.
- Show respect to the referee, officials and their decisions; we will NEVER protest any decision or insult them verbally or physically.
- Communication with the Referee during a match will be only via the nominated Team Captain for the day.

Outside of that, during a tournament, the designated Team Manager will be the single point of contact with Referees and Tournament Officials.

- We will respect the facilities being used for the tournament.
- Rivalry is only for the field of play and always with discipline and honesty
- Both within the club and at tournaments friendship at the end of the game is important and to be valued, and we will ALWAYS respect the opposition team and its players whatever the result.
- BE AN AMBASSADOR FOR OUR CLUB.

As a player/club member we understand that if we do not follow the Code of Conduct, any/all of the following actions may be taken:

A player/club member may:

- Be required to apologise to team mates, the other team, referee or team manager
- Receive a warning from the Team Manager/Session Lead
- Receive a written warning from the EA Football Club Committee
- Be dropped or substituted

- Be suspended from training
- Not be selected for a tournament/tournaments
- Be required to serve a suspension
- Be required to leave EA Football Club

Please always remember our President's ethos of FUN, FRIENDSHIP AND FITNESS.

Disciplinary & Appeals process

In the event that any member, official, player feels that they have suffered or observed behaviour that they believe breaks the EA Football Club's Constitution, Code of Conduct, Policies or Rules, that they cannot resolve themselves they should follow the procedures below

- Report the matter to the EA Football Club Chair, or Chair of the Club Ethics and Conduct Group (CEACG) if the matter relates to the EA Football Club Chair, via email or in writing. No correspondence will be entered into until via this route (including text/WhatsApp messages etc). The report shall include:
 - ◆ Details of what happened, and where
 - ◆ Names of any witnesses, if appropriate
 - ◆ Names of any others treated in this way, if appropriate
- All suspected infringements will be dealt with by the CEACG (minimum 3 members). No person against whom the complaint is made or who is closely connected to the complaint shall be a member of the committee. EA Football Club Committee members can be drafted to the committee to ensure full membership.
- The CEACG will gather statements and decide initially whether there is a case to answer, and if so the potential breach is deemed to be
 - ◆ Minor (no injury/no or low reputational damage/'low-level' Codes of Conduct broken/infringed),
 - ◆ Major (physical injury/abuse of officials/reputational damage to the football club/bringing the football club into disrepute/multiple Codes of Conduct infringed etc.), or
 - ◆ All others shall be considered Moderate.
- The complaint will be dealt with via written statements (text/WhatsApp messages and verbal statements will be transcribed to written/email) from the person against whom the action is being considered, and all witnesses named by both parties. These statements shall be made available to both parties.
- The CEACG will consider the seriousness and complexity of the complaint to determine if a formal hearing is required, or that the complaint will be judged on written statements only.
- The CEACG will report their findings and recommendations to the EA Football Club Committee, in writing, before communicating them to all parties.
- The CEACG will have the power to recommend any solution that is appropriate from those outlined in the Code of Conduct.
- The process of gathering information shall be completed within 1 month of receiving the initial complaint. The outcome shall be communicated within a further 1 month period – subject to the complexity of the issue and/or availability of parties.

Appeals

- An Appeal panel will be set up by the EA Football Club Committee comprising a minimum of 3 members, including 1 member of the CEACG.
- The appellant should submit any appeal, in writing/email, within 14 days of the initial judgement.
- The appellant shall set out the ground(s) of the appeal and the facts as to why it would be substantially unfair not to alter the original decision, with supporting evidence.
- The Appeal panel's decision is final.

Other Grievances & Complaints

- Please talk to any of the designated club officials to determine if the issue can be resolve informally and amicably
- Failing this, please submit your grievance in writing/email to the EA Football Club Chair. If the issue relates to the EA Football Club Chair, please contact the Chair of the Ethics and Conduct Group (CEACG). Contact details are available on the EA Football Club Website/TeamApp.
- The EA Football Club Chair will designate a member of the CEACG to determine if the complaint amounts to a breach of the Code of Conduct.
- The complaint will be acknowledged in writing within 20 days. If further investigation is required a comprehensive response will be provided within 1 month of the original complaint receipt.