



WA FOOTBALL COMMISSION

WAFLW Player Education Session

March and April 2019

Topic

Introduction

Being a WAFLW footballer

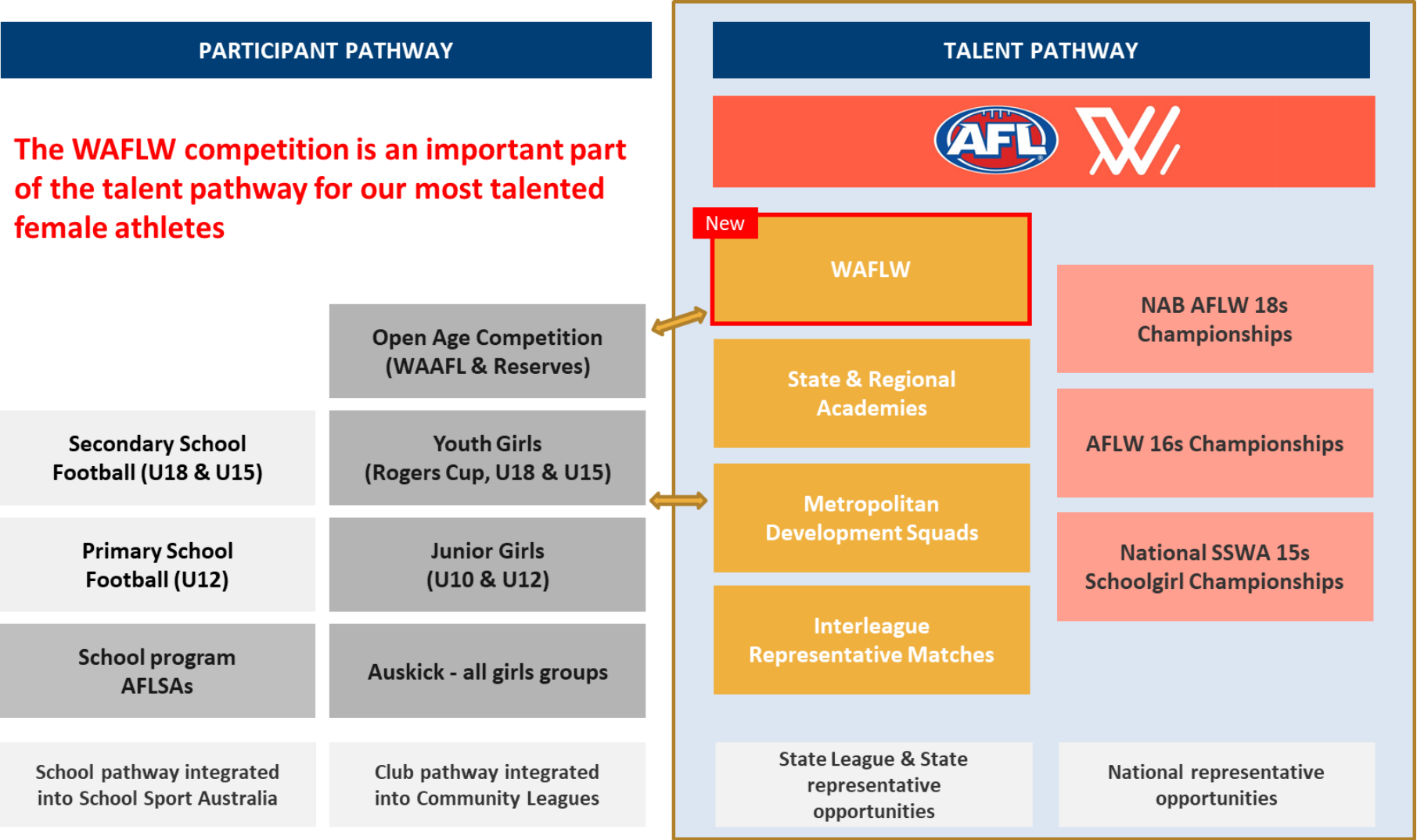
Vilification and discrimination

Social media

Mental health

Rules and Regulations

The WAFLW competition completes the talent pathway for our best female footballers in WA



The WAFLW emerges from the rich history of both the WAWFL and the WAFL competitions

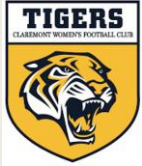






















It's a Match!

You and WAFL have liked each other



Competition branding overview



Competition name	What we call it	Competing teams
WAFLW - League	"WAFLW"	    
WAFLW - Reserves	"Reserves"	        
WAFLW - Rogers Cup	"Rogers Cup"	        

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You are all representatives of the WAFLW and are role models for new and prospective players



Expectations of all players

Personal Behaviour

act professionally, responsibly and ensure the welfare others is always taken into account

Honesty and Integrity

observe the highest standards of honesty & integrity; be respectful in dealings with others.

Discrimination

treat everyone fairly & provide the same rights to all.

Compliance with Lawful Orders

Respect your team managers, coaches and club officials

Obligations

We must be neat and tidy and wearing uniforms appropriately – take pride in the jumper

Why is Personal Behaviour so important?



- You have an individual responsibility to act ethically
- You are representatives of the WAFLW, your club and commercial partners of the competition
- You are the role models and set a tone for new and prospective players

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We aim keep our game safe and inclusive for everyone.

“At no time is any Player or Club Official permitted to act towards or speak to any other person in a manner, or engage in any other conduct which threatens, disparages, vilifies, or insults another person on the basis of that persons race, religion, colour decent, gender identity, sexual preference or national or ethnic origin. The scope of this rule does not exclude incidents off the playing arena”

Our Vilification and Discrimination policy covers a suite of offences



We do not accept any behaviour that discriminates or vilifies our players, staff or officials on the basis of:

- race;
- religion;
- colour;
- gender;
- sexual orientation or identity; or
- special ability or disability.

What is Harassment?

Harassment includes any unwelcome behaviour that offends, humiliates or intimidates a person. Unlawful harassment is a form of discrimination.

There are two main types of harassment:

- Sexual harassment
- Racial harassment

It is behaviour which is



Unwelcome

Unsolicited

Repeated

Offensive

Intimidating

Humiliating

Threatening

Grievance Procedure – on field:



1. The individual should report to the Field Umpire unless the breach has already been reported.
2. At the next available opportunity alert your club's team manager who should inform the Club President to progress a solution
3. If the above is not feasible or it does not resolve the problem on match day, the club must report the problem to WAFLW Operations immediately.
4. A Notice of Investigation (NOI) will be conducted.
5. A formal mediation session will be scheduled (if required).
6. If the complainant is not satisfied, the matter may be referred to the Tribunal.
7. A penalty will apply to offenders if found guilty.

the WAFC can initiate or dismiss a NOI at any time

1. The individual is encouraged to talk to the person responsible.
2. If this is not feasible or it does not resolve the problem, the individual should report the problem to their team manager or coach, who should inform the Club President to progress a solution.
3. If the matter is serious and cannot be solved at Club level, it may be referred to WAFLW Operations.
4. If the situation is still not satisfactory, the complaint will be taken to the Executive Manager WAFL & Football Operations (consent of the complainant and/or parent/guardian) to commence: mediation, conciliation or a formal investigation.
5. If the complainant is not satisfied with the outcome, they can bring the matter to the attention of external agencies.

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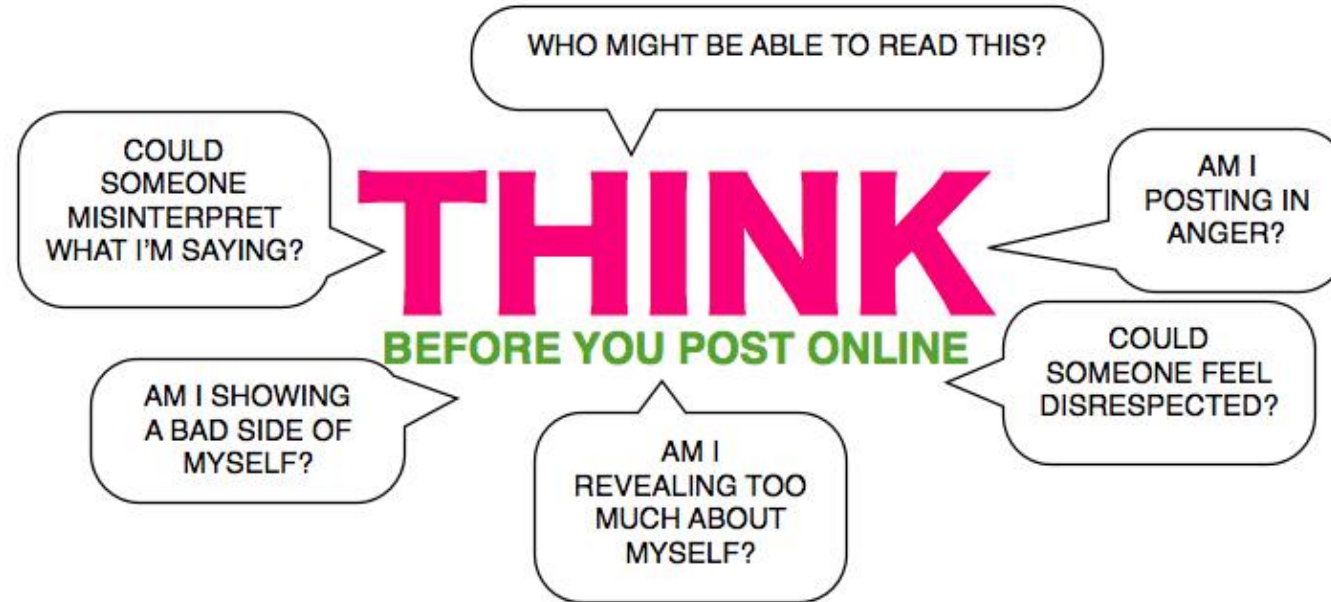
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Social Media is an opportunity:

- To share your journey with others
- To show support for others
- To engage with like minded people
- To be a good human

Try to avoid:

- Getting involved in arguments or heated topics
- Negative comments
- Publicizing criticism
- Opinions reflecting poorly on others

- It is your responsibility to ensure that your:
 - social media activity is respectful to the WAFLW.
 - use does not bring the WAFLW or any of its brands or people into disrepute, compromise effectiveness at work, imply WAFLW endorsement of personal views or disclose confidential information.
- WAFLW players, staff and officials are expected to adhere to the Appropriate Behaviour Policy at all times and under no circumstances, take or use unauthorised photos or videos of staff or stakeholders.

THINK BEFORE YOU CLICK!

Managing negative social media attention



- The WAFC does not tolerate discriminatory or unacceptable comments directed to our players, staff or officials across our social media platforms
- Procedures have been put in place by our media team should there be any commentary of this nature during the season on any of our channels
- If you are experiencing anything of this description or have concerns relating to football about what is appearing on social media, please contact WAFLW Operations.

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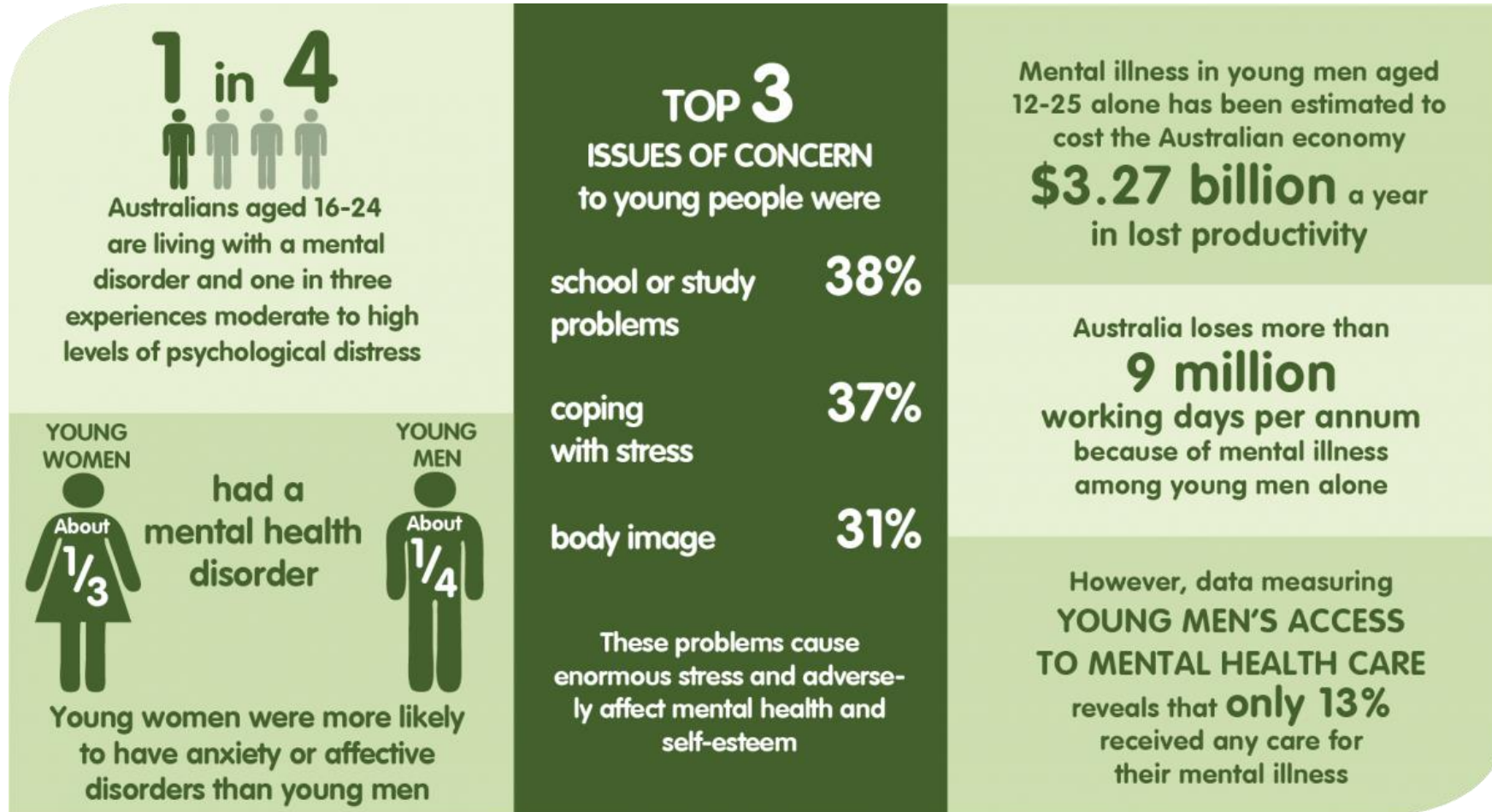
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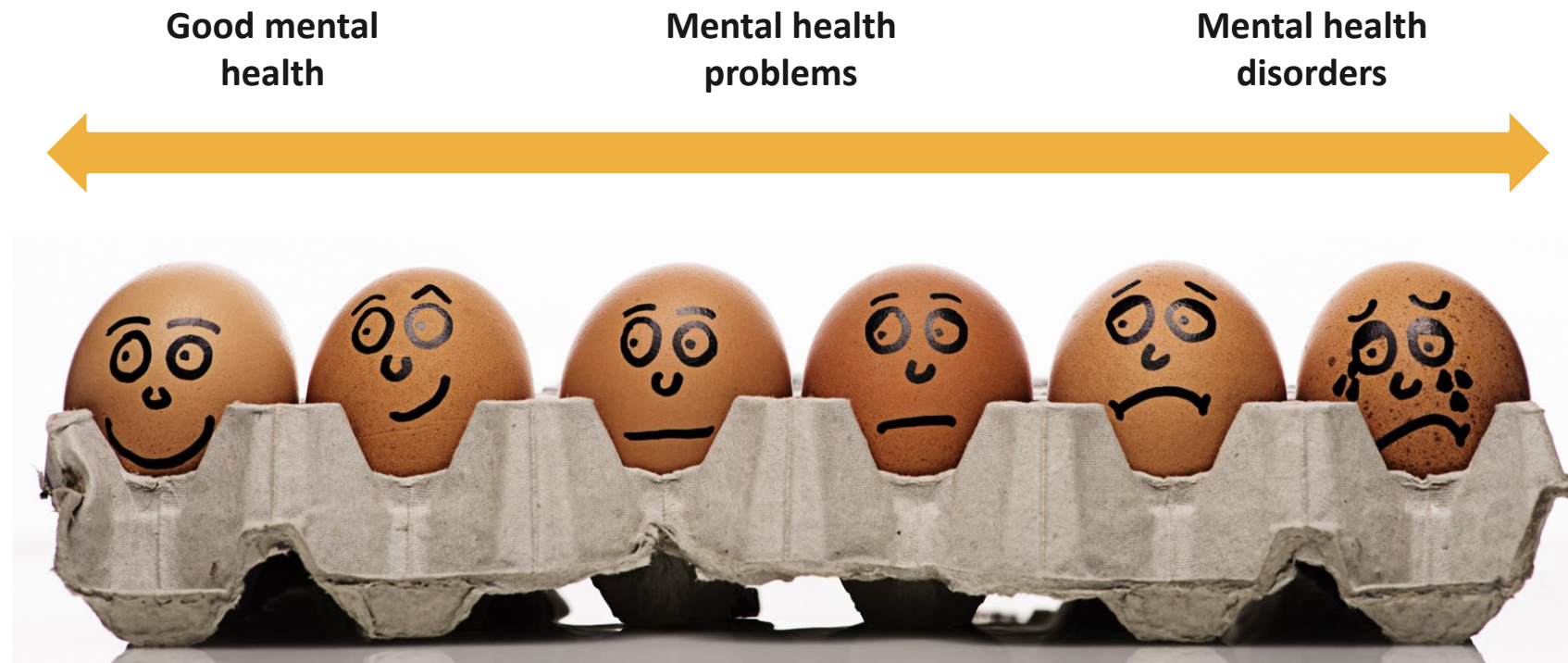
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Mental health affects 1 in 4 of us

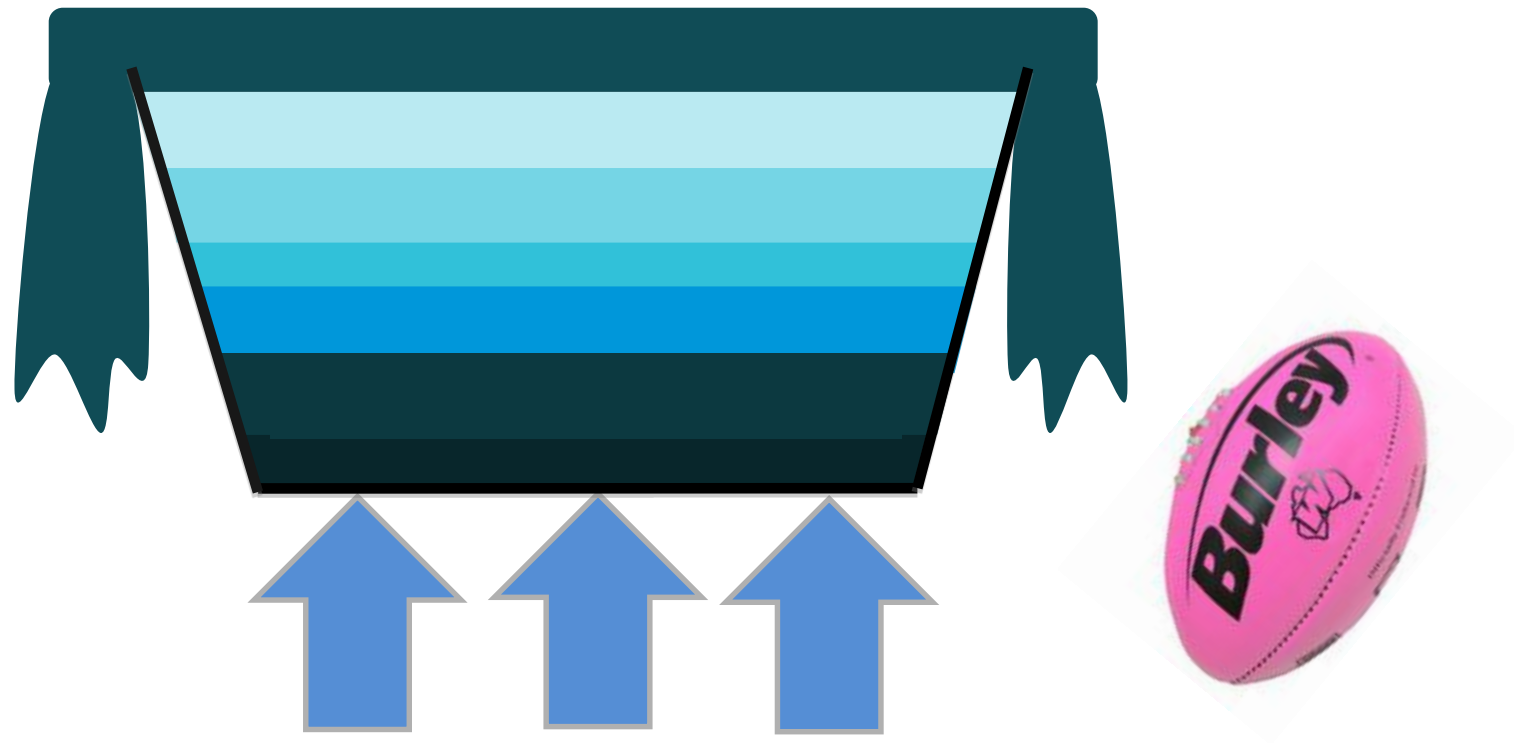


What is good mental health?

Mental health as a continuum



Mental illness is most likely caused by a combination of factors rather than any single factor alone



Used with permission of Orygen, National Centre of Excellence in Youth Mental Health (2016)

Symptoms and warning signs



Too much sleep or
trouble sleeping



Trouble focusing
or having racing
thoughts



Changes in
appetite



Isolating yourself
from others or
losing interest in
things you once
enjoyed



Irritability or
having a short
temper

How can you help?



1. Ask



2. Listen



**3. Encourage
action**



4. Check in

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We are covering key components of the Rules and Regulations



- Anti-doping
- Concussion policy
- Tribunal
- Player points
- Transfers and permits

CODE

- Anti-Doping Rule Violations
- Prohibited List
- Therapeutic Use Exemptions

PROCESS

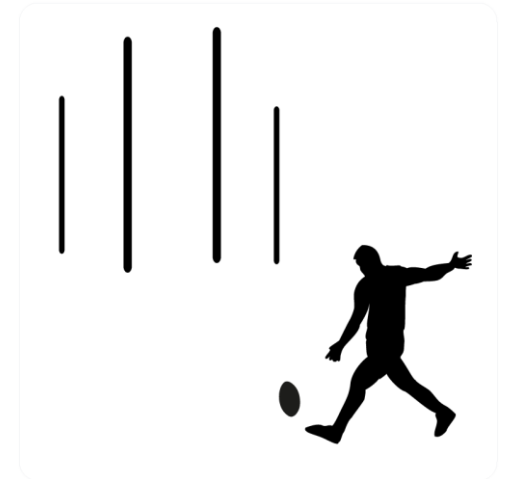
- Testing procedure
- Investigations
- Intelligence

RISKS

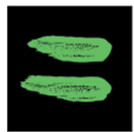
- Supplements
- Medications
- Inappropriate associations

PENALTIES

- Strict Liability
- Sanctions
- Reputation



Anti-doping – key players



**WORLD
ANTI-DOPING
AGENCY**

Sets the WADA Prohibited list. Promotes, co-ordinates and monitors the fight against doping across all international sport



Manages doping control, education and enforcement of the anti-doping rules in Australian sport



Complies with World Anti-Doping Code by implementing and enforcing the AFL Anti-Doping Code.



Adheres to the AFL Anti-Doping Code

Head impacts can be associated with serious and potentially fatal brain injuries.

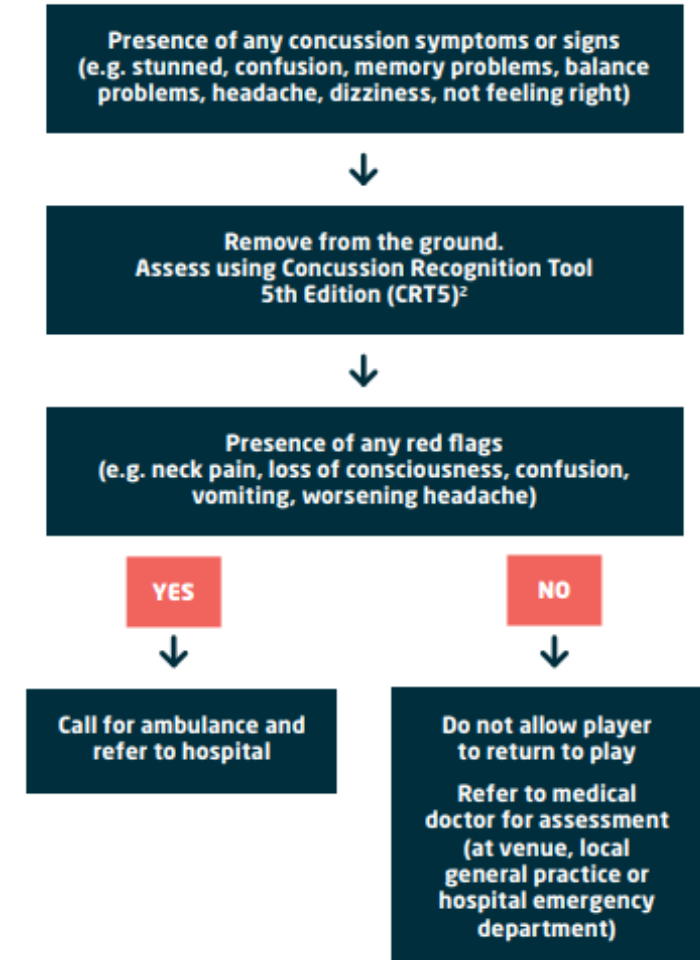
Any player who has suffered a concussion or is suspected of having a concussion must be medically assessed as soon as possible after the injury and must NOT be allowed to return to play in the same game/practice session.

A Player who suffers a concussion should on the day of the match:

- NOT consume alcohol and keep well hydrated.
- NOT drive a motor vehicle.
- NOT be left alone initially (at least for the first 1-2hours)

1. Recognise a suspected concussion
2. Red flags – call an ambulance or seek medical professional for assessment
3. Observe the signs and symptoms
4. Memory assessment completed by physio/S&C (SCAT5 Form)
5. Refer the player to a medical doctor for assessment if required

Management guidelines for suspected concussion



Tribunal protocol

Conduct	Impact	Contact	Base Sanction	Early Guilty Plea
Intentional	Severe	All	Tribunal	N/A
	High	High/Groin	Tribunal	N/A
		Body	Tribunal	N/A
	Medium	High/Groin	3 Matches	2 Matches
		Body	2 Matches	1 Match
	Low	High/Groin	2 Matches	1 Match
		Body	1 Match	Yellow Card/Reprimand
Careless	Severe	All	Tribunal	N/A
	High	High/Groin	3 Matches	2 Matches
		Body	2 Matches	1 Match
	Medium	High/Groin	2 Matches	1 Match
		Body	1 Match	Yellow Card/Reprimand
	Low	High/Groin	1 Match	Yellow Card/Reprimand
		Body	Yellow card/Reprimand	Yellow Card/Reprimand

Talent Identified Points

- 2 points – WA AFLW 18s – Participated in National Championships
- 3 points – All Australian – AFLW 18s Player
- 4 points – AFLW National Academy
- 5 points – AFLW – Drafted or Rookie listed player

Service Reduction

Points halved at the completion of the 3rd season and every year thereafter

Transfer Points

+ 2 points – Any player who transfers to a club that played in the previous season's League WAWFL/WAFLW Grand Final

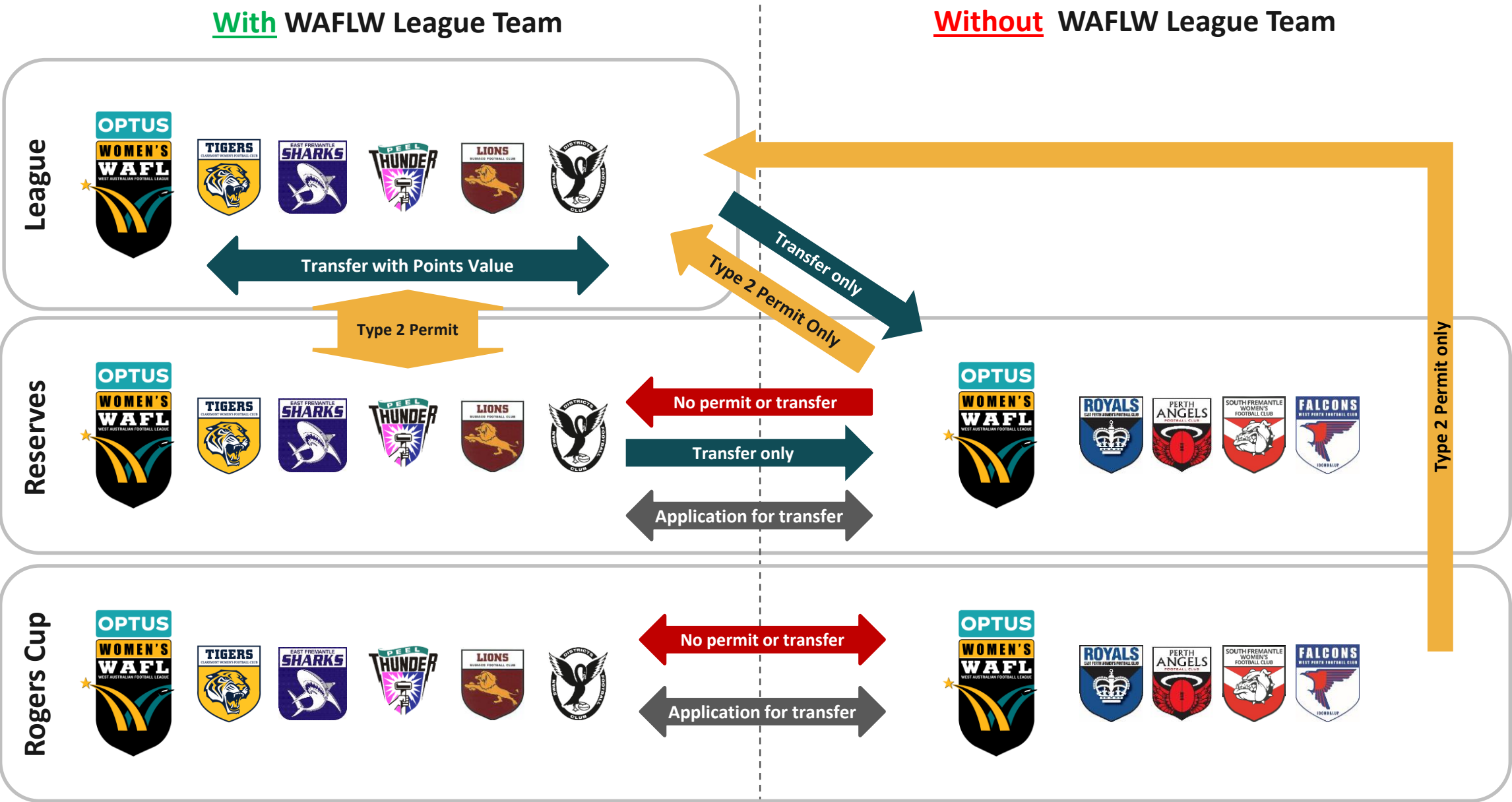
+2 points – Any players on a Protected Player List who transfers to another club (not in 2019)

(Players playing on Type 2 Permit from Reserves or Rogers Cup will have their points value halved for the 2019 season)

Transfers and permits

New Sports TG Database
(Primary Registration)

Existing WAWFL Sports TG Database



Key takeaways for today

- Take pride and responsibility in being a WAFLW player
- Familiarise yourself with the policies, procedures and values
- Attend training/education sessions when required
- Ask others who you know and trust

Questions?