



VALUES AND BEHAVIOURS FRAMEWORK

ANU Women's Football Club Values and Behaviours Framework

Endorsed September 2026

This framework sets out the values and behaviours expected of everyone involved with ANUWFC and serves as the Club's Behaviour Framework.

Our commitment

ANU Women's Football Club is committed to providing a safe, supportive, inclusive and competitive football environment for women (cis and trans) and non-binary people.

Our values guide how we play, lead, communicate and treat one another. They apply to everyone representing ANUWFC – players, coaches, committee members, volunteers and supporters – and help us create the kind of club and football community we want to be part of.

Our values are: Inclusivity · Sportspersonship · Community · Support

Inclusivity

Everyone deserves to feel that they belong.

We welcome and value people with different identities, backgrounds, abilities, experiences and football goals. We actively work to create an environment where women (cis and trans) and non-binary people feel safe, respected and able to participate authentically.

What this looks like

At ANUWFC, we:

- treat people with dignity and respect
- use inclusive and respectful language
- respect people's names, pronouns and identities
- welcome new members and help them feel part of the club
- recognise that people have different experiences, needs and circumstances
- create opportunities for people of different abilities and football experience to participate and develop
- challenge discrimination, harassment, bullying and exclusion
- consider accessibility and inclusion when making club decisions
- listen when members tell us something could be more inclusive.

What this does not look like

We do not:

- tolerate discrimination, harassment, bullying or vilification;
- make jokes or comments at another person's expense based on their identity;
- deliberately exclude people from club or team activities;
- question or invalidate another person's identity;
- use sexist, racist, homophobic, transphobic, ableist or otherwise discriminatory language; or
- dismiss concerns about inclusion because they were not our intention.

We ask ourselves: Does this help people feel safe, respected and included?

Sportspersonship

We compete hard and treat people well.

ANUWFC wants to be competitive and successful, but how we compete matters. We play fairly, respect the game and represent our club positively - whether we win, lose or draw.

What this looks like

At ANUWFC, we:

- compete with effort, courage and determination
- respect teammates, opponents, coaches, referees and volunteers
- follow the Laws of the Game and competition rules
- accept referee decisions respectfully, even when we disagree
- celebrate success without belittling opponents
- respond to setbacks constructively
- give and receive feedback respectfully
- arrive prepared and contribute positively to our teams
- take responsibility for our behaviour
- represent ANUWFC positively on and off the field.

What this does not look like

We do not:

- abuse or intimidate referees, opponents, teammates or coaches
- deliberately play dangerously
- humiliate someone for making a mistake
- blame individuals for a team's performance
- prioritise winning over player safety or wellbeing
- engage in poor sideline behaviour
- use competitiveness as an excuse for disrespect.

We ask ourselves: Are we competing in a way that makes ANUWFC proud?

Community

We are stronger when we contribute to something bigger than ourselves.

ANUWFC is more than the team someone plays for on the weekend. We are a club with a long history, a diverse membership and a shared responsibility for creating a positive football community. Everyone has a role in making ANUWFC a club where people want to play, volunteer and belong.

What this looks like

At ANUWFC, we:

- support teammates across all divisions, not just our own team
- welcome and connect with new members
- celebrate the achievements of others
- contribute to club activities where we reasonably can
- recognise and appreciate the work of volunteers
- share responsibility rather than expecting the same people to do everything
- communicate openly and respectfully
- build positive relationships with other clubs and the wider football community
- respect ANUWFC's history while continuing to improve the club
- leave the club stronger for the people who come after us.

What this does not look like

We do not:

- create unnecessary divisions between teams or playing levels
- treat some players as more important because of the division they play in
- take volunteer work for granted
- create cliques that deliberately exclude others
- spread rumours or engage in harmful gossip
- undermine teammates, coaches or volunteers
- expect others to continually contribute without offering support ourselves.

We ask ourselves: Does this strengthen our team, our club and our community?

Support

We look after our people and help one another succeed.

People come to ANUWFC with different football goals, experiences and pressures outside the game. We want our members to feel supported to develop, compete, contribute and enjoy football.

Supporting someone does not always mean agreeing with them. Sometimes it means listening, giving constructive feedback, addressing inappropriate behaviour or helping someone access additional support.

What this looks like

At ANUWFC, we:

- check in on teammates and club members
- take concerns about safety and wellbeing seriously
- encourage people to ask for help
- provide constructive and respectful feedback
- recognise effort and improvement as well as achievement
- support players through injury, setbacks and changes in circumstances
- help members identify opportunities to develop
- respect reasonable boundaries and individual circumstances
- keep sensitive information appropriately confidential
- refer people to appropriate professional or external support when something is beyond the role of the club.

What this does not look like

We do not:

- dismiss or minimise someone's concerns
- pressure someone to play when they are injured or do not feel safe
- shame people for their ability, fitness, body, mental health or personal circumstances
- share private information unnecessarily
- use positions of authority to intimidate or control others
- expect coaches, teammates or volunteers to act as counsellors or health professionals.

We ask ourselves: Are our actions helping people participate, develop and thrive?

Our behaviours in practice

Our values apply across every part of ANUWFC.

As players, we:

- support our teammates
- train and play with commitment
- communicate respectfully
- respect coaches, referees and opponents
- take responsibility for our behaviour
- contribute to a safe and welcoming team environment.

As coaches and team officials, we:

- put player safety and wellbeing first
- coach respectfully and without humiliation or intimidation
- provide fair and constructive feedback
- create opportunities for player development
- apply team expectations consistently
- communicate decisions clearly
- model the behaviour we expect from players.

As committee members and volunteers, we:

- make decisions in the best interests of the whole club
- act transparently, fairly and respectfully
- protect confidential information
- manage conflicts of interest appropriately
- consider inclusion, safety and sustainability in decision-making
- listen to members and respond appropriately to concerns
- recognise that positions of responsibility require a higher standard of behaviour.

As supporters and members of our wider community, we:

- encourage rather than abuse
- respect referees and opposition players
- support football that is safe and inclusive
- represent ANUWFC positively
- help create an environment in which people enjoy participating.

When our behaviours fall short

Our values only have meaning if we are prepared to uphold them.

ANUWFC recognises that people make mistakes and that not every disagreement or poor interaction requires a formal response. Wherever appropriate, we encourage respectful conversations, learning and opportunities to repair relationships.

However, behaviour that threatens the safety, wellbeing or inclusion of another person, including discrimination, harassment, bullying, abuse, violence or serious breaches of club policies, will be taken seriously and addressed through the appropriate ANUWFC, Capital Football and/or Football Australia processes.

Members are encouraged to raise concerns through the club's established welfare and reporting pathways.

No person should experience retaliation or disadvantage for raising a genuine concern in good faith.

Living our values

Our Values and Behaviours Framework is not intended to sit on a website and be forgotten. It should guide how we recruit, select teams, coach, communicate, resolve disagreements, recognise achievement and make decisions.

We will embed these expectations through:

- player, coach, committee and volunteer induction
- team expectations at the beginning of each season
- coach and leadership development
- club communications and policies
- recognition of people who demonstrate our values
- annual member feedback
- regular review of this framework.

Every person at ANUWFC contributes to our culture.

Together, we are responsible for making ANUWFC competitive, inclusive, supportive and a place where people are proud to belong.

Version control

Version 1.0 drafted August 2026.