

# HIGHFIELDS EAGLES — CODE OF CONDUCT

At Highfields Eagles JRLFC, we live and breathe footy, but we build more than players — **we build futures**.

Everyone who wears the blue & gold represents our club, our community, and our values.

Our culture is built on **E.R.A.**  
**Effort. Respect. Accountability.**  
**HDJRL — We fly together.**

By being part of Highfields, all players, parents, and volunteers agree to the standards/expectations outlined below.

## Players' Code of Conduct

As a Highfields Eagle player, I will:

### **Effort**

- Play hard and train with purpose, giving my best for myself and my team.
- Commit to learning and improving — a growth mindset is our standard.
- Turn up prepared and ready to contribute every session and game day.

### **Respect**

- Play by the rules of Rugby League and the spirit of the game.
- **Respect referees:** never argue or show dissent. Only captains may ask questions calmly and respectfully when needed.
- **Control my temper:** no swearing, abuse, intimidation, or retaliation — on or off the field.
- **Be a good sport:** applaud good play from teammates and opponents.
- Treat all players fairly — **no bullying, no exclusion, no cheap shots, no unfair advantage.**
- Cooperate with coaches, managers, teammates, referees and opponents at all times.
- **Do not approach or touch referees or touch judges** during or after games.

## Accountability

- **Take responsibility for my behaviour and actions** — I represent Highfields every time I wear the jersey or associated club uniform.
- Follow all club communication policies, including social media standards.
- Wear **club-issued training shirts and club polos** to and from training and game days.
- Act in a way that strengthens our club culture and protects our reputation.

**Note:** Misconduct may be reported by TJRL or addressed by the HDJRL Committee.

## Parents' / Spectators' Code of Conduct

As a Highfields parent or supporter, I will:

### Effort

- Encourage my child to **play by the rules and give their best**.
- Support training standards, punctuality, and commitment.

### Respect

- Remember coaches, managers, and volunteers are **unpaid role models** giving their time for our kids.
- Be a positive influence in all interactions — **players listen to what adults say and do**.
- **Do not coach from the sidelines** or instruct coaches on team management.
- Support the elimination of verbal or physical abuse in all forms.
- **Do not approach referees** or publicly question their honesty or ability.
- Cheer positively for effort and sportsmanship — **for our team and the opposition**.
- Stay in designated spectator areas at all times.

## Accountability

- Support my child to follow coaches' directions and team standards.
- Reinforce values, gratitude, and resilience after wins and losses.
- Abide by club communication and social media policies.

- Be a fan of the team, not just my child.
- Take pride in being part of the Eagles family and **act in a way that reflects our club vision and values.**

## Raising Concerns (Respectful Process)

To protect culture and fairness for everyone:

1. **Wait 48 hours after a contest** before raising concerns in writing only.
2. Submit concerns **in writing** to the club:  
**[hdjrlsecretary.com.au](mailto:hdjrlsecretary.com.au)**
3. Allow the **Club Executive Committee** to investigate and resolve issues first.
4. **Do not go directly to TJRL or QRL until the club process is completed. Failure to notify either party before the Cub Executive can result in suspension and/or expulsion.**

We listen, we act fairly, and we fly together.

## Game Time Policy

Playing time is determined by coaches and is based on:

- Effort, attitude, and attendance at training/game days.
- Player and parent alignment with team and club standards.
- **Knowledge and execution of game systems/strategies. (International age group relevant only)**
- **Skill development relative to age and ability. (International age group relevant only)**

**All playing-time decisions are at the coach's discretion.**

Our goal is growth, opportunity, and the best outcome for the team's success both on and off field.

## Volunteer Expectations

Highfields is a family club — **we all play a role.**

- Each family must complete **at least one home game-day volunteer role or a total of 7 hours per season**, as per your supplied team roster.
- If you can't attend, you must organise a replacement.

Volunteers are vital to keeping kids on the field, building community pride, and creating a great game-day environment.

## **Agreement for Season 2026**

By registering your child with HDJRL for the 2026 season, you agree to uphold all club policies and expectations outlined above and to actively support a positive culture striving for constant improvement in everything we do.

**Effort. Respect. Accountability.**

**United. We fly together.**