Core Values and Community Guidelines

The Raptors Floorball Club was established in 2012, primarily as a means for players to get together and compete at the highest levels in the Floorball WA (FWA) State League summer competition. From that start, when just one team was entered, our club has now grown significantly, with teams representing the Club in each of FWA's two women's and three men's divisions in the recent seasons.

In addition to competing at the top level of floorball within the State, and helping our members to develop to compete for positions in national and international level competitions, the club is equally focussed on developing the 'floorball community' in Western Australia. The club's junior development program, which is run in conjunction with Revolution Sports and their junior social and state league competitions, are a key part of this focus, with players over 14 years old progressively integrated into senior competition through senior club training sessions, and then senior social and state league competitions at increasing skill levels.

Club trainings, which are held through the winter off-season and summer season, are led by highly experienced, professional coaches, many of whom have international floorball experience. Trainings are separated by divisions, but with over-lap to ensure that skills are constantly challenged, and with fitness training sessions for all players. We have also developed a significant junior development program for players looking to join the clubs senior ranks in coming years.

Our Commitment to Core Values

The club has three equal core values, which reflect each of our focus areas of player development and fielding competitive and successful teams, together with the expectation that each of our representatives behaves in an appropriate and respectful manner at all times. Our core values are:

Develop. Compete. Respect.

Each Raptors member and official is expected to act in accordance with these values at all times. To demonstrate this commitment, at the beginning of each season each club member is required to sign an acknowledgment of these core values and that they will act in accordance with them.

Develop: the Raptors recognise that the development of floorball players is essential to providing a strong and competitive floorball community within Western Australia. As such, the club is focused on providing a safe, inclusive and professional environment for established players with junior or senior competition experience to develop their skill levels in order to successfully compete at the highest levels in Western Australia, and beyond. Players are also coached in refereeing, which provides both leadership skills and deeper understanding of competition rules, and with coaching – with older junior players and younger senior players routinely assisting with the coaching, training and development of our junior teams.

Compete: the Raptors are a competition focused club, with the FWA State League summer competition and the Revolution Sports junior state leagues the primary

focuses. Our players, and teams, unashamedly train hard and play hard. So, whilst we recognise that development is a key aspect of our purpose, team selection is geared towards achieving representation in the State League finals across each of the senior divisions, and in each of the age groups for the junior competitions. As such, team selection balances team success with player growth and development, and occurs by way of a committee of each of the divisional coaches and managers, along with team captains.

Respect: as a club, we recognise that for the floorball community to successfully and sustainably grow in Western Australia, competition must be tough but fair; that new players need to have safe and fun pathways to be introduced to the sport, and that developing players must have safe and challenging pathways to continue to challenge and develop their skills and to test themselves. Collectively, this means that each player, and the club, must respect their team mates, opposing teams, all club and league officials and volunteers. As such, anti-social and harassing behaviours are not condoned, and will be strictly sanctioned if observed. Conversely, constructive feedback is encouraged, in order to facilitate development and growth. Finally, behave in a manner which develops your contribution to the community, as detailed in the club's Community Guidelines.

Community Guidelines

Whether you are a junior member or have been at the club for some time, here is a reference on what being a Raptors member involves. In reality, this boils down to: *Make a positive, respectful contribution to the Raptors and the floorball communities.*

In other words, strive to be the player in the team, the team in the division and the club that everyone else looks up to, and wants to emulate, both in play and in attitude.

To help all members, the committee has put together these guidelines. As always, feedback is welcome – please get in touch.

We're a Team and a Community

First up, please at all times keep in mind that the Raptors and the floorball communities are made up of volunteers, from beginning to end. Every contributor, whether a member, committee member, event organiser, referee or supporting family member is putting in their time for free as a volunteer because they believe in what the Raptors represents and to develop floorball in the State. They are part of the team and the community, as much as the players are part of the team and the community. Without any of these people, the club and the sport would not exist. So please, play nice. Even when you get upset (it happens to the best of us). Even when they make a mistake (or you think they have made a mistake). Even when they do not behave in accordance with the Raptors values.

And remember, we all have families, jobs, training programs, fitness goals, competition goals and outside lives etc that probably all are (and should be) as important as the time committed to the club. Please consider how you could contribute, to take the load off some of the others who are doing more of the heavy lifting.

And say thank-you: they will appreciate it.

What You Must Avoid

The club has a zero tolerance policy surrounding harassment, vilification, name-calling, personal attacks and threats, whether verbal or electronic. Floorball is a contact sport, and tempers can flare; but spoken words often linger well past the time of conflict. Raptors members and officials have the responsibility to behave appropriately, both physically and verbally.

Bullying

With Development and Respect as core values, the Raptors will not tolerate bullying of any kind. If you feel you're being unfairly targeted, or see someone that is, please get in touch with one of the committee members so that we can investigate. We expect our members to 'look out for one another': we are all part of the same team.

Electronic Media

Electronic media in various formats is a mainstay of modern social networks, and include open and private group forums. We expect that the postings are respectful, never contravene the 'what to avoid' and other contrary behaviours in these guidelines.

Poor Sportsmanship

As noted above, floorball is a contact sport and tempers can flare. Especially in close games. Passion and enthusiasm are great, as is commitment to getting the ball. But poor sportsmanship is not. So play hard – but within the rules (and within the spirit of the rules). We will not drop higher division players just to win games. And we do not want our players to employ unsportsmanlike tactics in order to win games. Win, or lose, but be the player and the team that others respect.

As a general rule, if you'd be embarrassed by your actions being recalled as an example of what not to do, of the tactics or actions of a 'sore-loser' or 'bad sportsman', then we do not want that behaviour to happen and we do not want Raptors to be associated with it. All of the players, volunteers and other floorball community members have day-jobs, families and lives: none of them should be harmed or compromised by deliberate or reckless actions on the court. So be respectful and play fair.

Zero tolerance approach to disrespect for referees and officials

Raptors and each of the other clubs which constitute the FWA competition continue to grapple with the challenges posed by attracting, training and retaining referees. As is well evidenced across many amateur sporting leagues, verbal abuse, threats and intimidation towards referees is a major impediment to these objectives. Consistent with the Club's value of Respect and the Code of Conduct, the Club expects and demands that all players, supporters, coaches and other members fully respect match officials at all times.

The Club is responsible for providing members with a safe environment when they volunteering or working on behalf of the Club, including when any Raptors member is umpiring or otherwise officiating at any FWA match. FWA's policies and guidelines provide each match official with the full and unqualified support of FWA. When umpiring or officiating, members also have the Club's full support to enact a zero tolerance policy with respect to abusive players, officials and supporters.

Raptors considers that a higher standard of expected behaviours applies to officials, coaches and committee members of the Club, and of other clubs and FWA. Each and every Raptors member is expected to appropriately call out inappropriate conduct by such persons and, when a Raptor is umpiring or officiating, to immediately sanction any such behaviour.

Please let us know

Appropriate behaviour includes a responsibility to confidentially advise club officials of any inappropriate comments or actions, so that these can be considered and dealt with by the club's committee (and there are always two sides to each story of conflict, each of which will be considered). On a case-by-case basis, offenders or repeat offenders may be suspended or banned. Talking up will help us build the club that you want it to be, and your communication will be kept confidential.