



THE VOLUNTEER

When you take on the role of a volunteer, you are supporting your club and community.

You can choose how this power will impact people - for good or for bad.

Volunteers affect the club's culture and add character and feeling to a club. However not all volunteers uphold the values of the club. You hear stories of volunteers who are hard to get along with, make sexist, racist or other demeaning comments and generally make others feel uneasy.

But we also hear stories of volunteers who value teamwork, treat people with respect and openness and enjoy the company of others. It's your choice.

Volunteers are the lifeblood of the club. It's what gives community sport meaning.

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A

Alignment of Values

You must live and breathe the stated values of the club.

- Check the club's mission and values statements and Code of Conduct. Understand them for their real meaning and what these require of you.
- If you don't want to be part of this mix, then move on. Don't waste your time and the time of others

W

Working Well With Others

Lead by example in the way you work with people.

- Be kind and fair.
- Safely and calmly challenge other volunteers who treat people disrespectfully.
- Take issues of poor behaviour to the club committee for resolution.
- Resist the temptation to gossip and undermine others around you.

E

Effective Communication

Your communication with others will always impact the culture of the club.

- Listen and absorb the views of others.
- Speak respectfully to those around you.
- Support your team without being abusive.
- Do not abuse opposition players and spectators. Ever.
- Demonstrate respect for match officials. Always.

S

Success Judged (the right way)

You're part of the mix in determining how success is measured and judged at your club.

- If you're happy with the club's success measures, then do your bit in translating them into practice. For example, helping to celebrate the achievements and milestones of players and others around the club.
- If you think that there's too much emphasis on winning at all costs at the expense of other measures, then raise this constructively with the right people. A polite conversation with a committee member is a good place to start.

O

Ownership

Accept that your role adds to club culture. Take an active part in building a respectful culture.

- Check your words and deeds against the expectations of the club.
- Acknowledge and credit others for their contribution to the club's positive culture.
- Politely and kindly remind other volunteers about club values and expectations.
- Raise issues of bad and unacceptable behaviour with the right people at the club.

M

Modelling Respect

The more people who model strong and respectful behaviour around the club, the better.

- Watch your own language.
- Behave with respect and fairness in mind all the time.
- Embrace diversity and welcome all newcomers.
- Call out disrespect or inequality.

E

Equality and Fairness

Everyone should be treated the same way and enjoy the same access to the assets at your club.

- You have every right to step back and observe how things work in your club.
- If you see instances of unfairness, such as the unequal allocation of club assets, draw these to your committee's attention.
- If you have ideas for improving fairness and equality at the club, don't hesitate to outline and promote these with those around you and to the club committee.