



Codes of Behaviour

Ipswich Hockey seeks to provide a safe, fair and inclusive environment for everyone involved in our organisation and sport. To achieve this we require certain standards of behaviour by athletes, coaches, officials and parents/guardians of child participants and spectators.

Our codes of behaviour are underpinned by the following:

- To act within the rules and spirit of our sport;
- To display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment;
- To prioritise the safety and well-being of children and young people involved in our sport;
- To encourage and support opportunities for participation in all aspects of our sport.

To achieve these goals, Ipswich Hockey has adopted the Hockey Australia Codes of Behaviour which follow.



Coaches / Managers / Team Officials Code of Behaviour



As a coach, manager or team official selected to represent HA or as/with a Member² in an event that is conducted or sanctioned by HA or a member, you must meet the following requirements with regard to your conduct as follows:

1. Treat all players with respect at all times.
2. Do not tolerate acts of aggression.
3. Make a commitment to providing a quality service to your players. Provide a training program which is planned and sequential. Maintain or improve your current NCAS accreditation, seek continual improvement through performance appraisal and ongoing coach education and be open to other people's opinions. Provide a safe environment for training and competition.
4. Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback and enforce that coming first is not always the priority.
5. Recognise players' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists). Place the safety and welfare of the players above all else. Be courteous, respectful and open to discussion and interaction.
6. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socioeconomic status and other conditions.
7. Determine, in consultation with the player, what information is confidential and respect that confidentiality.
8. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
9. Involve the players in decisions that affect them.
10. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
11. Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players. Recognise individual differences in players and cater to these as best you can.
12. Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.
13. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
14. Avoid situations with your players that could be construed as compromising.
15. Avoid situations that may lead to a conflict of interest.
16. Adhere to the HA Anti-Doping Policy.
17. Actively discourage the use of performance enhancing drugs, and the use of illegal substances.
18. Actively discourage the regular use of alcohol and tobacco.
19. Abide by the relevant Child Protection Requirements and Legislation in the State you perform your duties.
20. Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players.
21. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules, and behave in a sportsmanlike manner at all times to other coaches, officials, players and spectators.
22. Refrain from using obscene, offensive or insulting language and/or making obscene gestures which may insult players, officials or spectators, or any detrimental statements about Officials' performance or decisions.
23. Know and abide by rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules.

² This means a State Association, Affiliated Association and/or Affiliated Club.



Official Code of Behaviour

As an Official of HA or as/with a Member³ you are required to comply with this policy. You must meet the following requirements in regard to your conduct during any activity held or sanctioned by HA or as/with a Member and in your role as an Official held HA or as/with a Member:

1. Treat all players with respect at all times.
2. Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring players play within the rules.
3. Umpires: maintain consistency and impartiality when making decisions.
4. Be impartial and maintain integrity in your relationship with other officials, players and coaches.
5. Avoid situations that may lead to a conflict of interest.
6. Not be in a position of individual and unsupervised contact with players under 18 years of age.
7. Be courteous, respectful and open to discussion and interaction.
8. Be a positive role model in behaviour and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of hockey and officiating at all times.
9. Refrain from any personal abuse towards players.
10. Show concern and caution towards ill and injured athletes. Enforce the blood rule and apply procedures regarding ill or injured players according to the rules.
11. Abstain from the use of tobacco and the consumption of alcoholic beverages when officiating or whilst in uniform.
12. Adhere to the Anti-Doping Policy advocated by HA.
13. Make no public comments or media announcements without prior approval from your Tournament Director or Umpire's Manager.
14. Umpires – Wear only the official uniform supplied by HA when umpiring at a tournament.
15. Maintain the fitness level deemed acceptable when your appointment to the tournament was made.
16. Abide by all relevant policies documented by HA in relation to your appointment at a HA sanctioned event.
17. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

³ This means a State Association, Affiliated Association and/or Affiliated Club



Player / Athlete Code of Behaviour

As a player of HA or as/with a Member⁴ you are required to comply with this policy. You must meet the following requirements in regard to your conduct and in any role you hold within HA or as/with a Member.

1. Behave in a sporting manner at all times to all players, officials and spectators.
2. Don't make detrimental statements in respect of the performance of any match officials or umpires.
3. Play by the rules at all times and ensure that the game of hockey is not brought into disrepute by your actions.
4. Do not engage in inappropriate and/or physical contact with players or officials during the course of play.
5. Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring that you play within the rules. Reasonable care consists of showing due diligence in abiding by the rules and adhering to the officials decisions.
6. Adhere to the HA Anti-Doping Policy.
7. Do not bet on the outcome or on any other aspect of a hockey match or competition.
8. Do not try to achieve a contrived outcome to a match or competition, or otherwise improperly influence the outcome or any other aspect of a match or a competition.
9. Do not show unnecessary obvious dissension, displeasure or disapproval (by action or verbal abuse) towards an umpire or match official as a consequence of his or her decision or generally.
10. Abstain from the use of tobacco and the consumption of alcoholic beverages while in the playing/representative uniform.
11. Adhere to the HA Member Protection Policy including the racial and sexual vilification policy.
12. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
13. Don't do anything which adversely affects or reflects on or discredits the game of hockey, HA, a Member, or any squad, team, competition, tournament, sponsor, official supplier or licensee, including, but not limited to, any illegal act or any act of dishonesty or fraud.
14. Refrain from using obscene, offensive or insulting language and/or making obscene gestures which may insult other players, officials or spectators.

⁴ This means a State Association, Affiliated Association and/or Affiliated Club



Spectator Code of Behaviour

Spectators are an important part of the game and shall at all times conform to accepted standards of good sportsmanship and behaviour. As a spectator watching an event that is conducted or sanctioned by HA, you must meet the following requirements with regard to your conduct, as follows:

1. Spectators shall at all times respect officials, coaches and players and extend all courtesies to them.
2. Lead by example and respect all players, coaches, umpires and fellow spectators – physical or verbal abuse will not be tolerated.
3. Respect the umpires' decision. Do not use foul language, sledge, harass, abuse, threaten or intimidate an umpire or match official and do not show dissension, displeasure or disapproval towards an umpire or match official's decision in an abusive or unreasonable fashion.
4. Support skilled performances and show respect for opposition teams and players.
5. Display appropriate social behaviour by not using profane, demeaning or derogatory language, or harassing players, coaches, officials or other spectators.
6. Leave the spectator area tidy and free from litter.
7. Do not ridicule mistakes or losses – supporters are there to support.
8. Acknowledge all volunteers who are giving up their valuable time to enable the conduct of competition.
9. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.



Parent / Guardian Code of Behaviour

1. Parents/Guardians shall at all times conform to accepted standards of good sportsmanship and behaviour.
2. Parents/Guardians shall at all times respect officials, coaches and players and extend all courtesies to them, and let the coaches do the coaching.
3. Lead by example and respect all players, coaches, umpires and spectators – physical or verbal abuse will not be tolerated.
4. Respect the umpires' decision. Do not abuse, threaten or intimidate an umpire or match official and do not show dissension, displeasure or disapproval towards an umpire or match official's decision in an abusive or unreasonable fashion.
5. Never publicly criticize umpires – raise personal concerns with club officials in private.
6. Support skilled performances.
7. Show respect for opponents.
8. Display appropriate social behaviour by not using profane, demeaning or derogatory language, or harassing players, coaches, officials or other spectators. Show appreciation for good performance and skillful plays by all including opposition.
9. Do not throw any object.
10. Barrack in a positive way.
11. Leave the area tidy and free from litter or other mess.
12. Remember that your child and other children participate in the sport of hockey for their enjoyment not yours.
13. Never ridicule mistakes or losses, be understanding and supportive and focus on their efforts instead.
14. Recognise all volunteers who are giving up their valuable time.
15. Be mindful that any poor behavior on your part could result in an Umpire issuing a warning to the team captain of the team you are a spectator/s of. This is to let the spectators know that their team will lose points if they continue to behave in a manner not in line with the code of behaviour.
16. Refrain from any form of personal abuse towards your children and team-mates. This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed towards your children and teammates, from other sources whilst they are in your care.
17. Refrain from any form of harassment towards athletes, spectators or officials. This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability.
18. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
19. Be a positive role model for your children. Please note: This policy is binding to parents & guardians who have signed an agreement reflecting the Code of Behaviour with either HA or a Member⁷

⁷ This means a State Association or its board, committee/s, sub-committee/s or advisory panel, an Affiliated Association and/or Affiliated Club or their board, committee/s, sub-committee/s or advisory panel



Administrator Code of Behaviour

As an administrator of HA or as/with a Member^s you are required to comply with *this policy*. You must meet the following requirements in regard to your conduct and in any role you hold within HA or as/with a Member.

Behaviour

- Help coaches and officials highlight appropriate behaviour and skill development;
- Preserve and protect the standing and reputation of the organization;
- Demonstrate a high degree of individual responsibility especially when dealing with persons under the age of 18 years, as your words and actions are an example;
- Act honestly and in good faith and in the best interests of the sport as a whole;
- Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
- Remember, you set an example. Your behaviour and comments should be positive and supportive.

Rules

- Be aware of and maintain adherence to HA standards, rules and regulations and also operate within the international rules and regulations where applicable; if you are unsure of the application of standards, rules and / or regulations, seek advice prior to proceeding;
- Provide the respective Codes of Behaviour to spectators, officials, parents, coaches, players and the media, and encourage their compliance.

Participation & Development

- Support implementation of the HA Junior Hockey Policy.
- Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
- Give all people equal opportunities to participate.
- Create pathways for young people to participate in sport not just as a player but as a coach, Umpire, administrator etc.
- Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
- Provide quality supervision and instruction for junior players
- Remember that young people participate for their enjoyment and benefit. Do not over emphasise awards.
- Help improve the standards of coaching and officiating;

Human Rights & legislation

- Be aware of your legal responsibilities;
- Abide by the relevant Child Protection requirements and legislation;
- Avoid unaccompanied and unobserved activities with persons under the age of 18 years wherever possible;
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Values, procedure application and business practice approach

- Be professional in all actions – language, presentation, manner and punctuality should reflect high standards; apply this to dealings with all stakeholders internal and external to the organization;
- Resolve conflicts and/or complaints fairly and promptly through established procedures;

^s This means a State Association or its board, committee/s, sub-committee/s or advisory panel, an Affiliated Association and/or Affiliated Club or their board, committee/s, sub-committee/s or advisory panel



- Demonstrate integrity - provide frank, impartial and timely advice; be honest, open and transparent; use your powers/position responsibly; report improper conduct/unethical behaviour; avoid any real or apparent conflicts of interest;
- Demonstrate impartiality; make decisions and provide advice on merit and without bias, favouritism or self-interest; act fairly by objectively considering all relevant facts and fair criteria;
- Demonstrate accountability; working to clear objectives in a transparent manner; accepting responsibility for your decisions and actions; seek to achieve the best use of resources;
- Demonstrate respect; promote an environment that encourages respect and behave in a fair and objective manner; manage personal information in an appropriate manner and in accordance with legislation; create and adhere to an environment free of discrimination, harassment and bullying; value and promote diversity; use your knowledge and expertise to deliver a high quality service and identify opportunities to improve service outcomes.

General

Involve young people in planning, leadership, evaluation and decision making related to the activity.