

CODE OF CONDUCT of the WODONGA HOCKEY CLUB INC.



WODONGA HOCKEY CLUB INC.

CODE OF CONDUCT

Wodonga Hockey Club expects members and supporters to show good sportsmanship and act lawfully and respectfully to all players, officials and spectators.

Any actions that bring the Club or sport into disrepute will not be tolerated.

NOTE:

This Code of Conduct is an extract from the By-Laws of the Club and as such may only be altered in accordance with rule 79 of the Constitution and rule 4 of the By-Laws.

- (1) The Code of Conduct shall be included on documents, including but not limited to the membership application form, the website, social media and any other forms of communications with members and supporters.
- (2) **Governance—**
 - (a) This code shall be known as the Wodonga Hockey Club Inc. (the Club) Code of Conduct. The Club Code of Conduct, in conjunction with the Constitution, the By-Laws and the Policies and Procedures of the Club, shall govern the conduct of all persons associated with the Club.
 - (b) This Code shall act as a guideline for criteria determining decisions and actions of the Club.
 - (c) This Code shall also be applied with consideration to the Association's Code of Conduct.
 - (i) **Purpose—**
 - a. to declare the type of behaviour the Club expects in the interests of the promotion of the Statement of Purpose in the Constitution; and
 - b. to promote and encourage members and supporters of the Club to abide by the code; and
 - c. to ensure the Committee offers clear understanding and direction.
 - (ii) **Key principles—**
 - a. Good sportsmanship — ensure the sport is played within the spirit of the game respecting officials, players and spectators;
 - b. Respect — operate in an environment where people show respect for others and their property.
Respect is defined as consideration for another's physical and emotional well-being and their possessions, to ensure no damage or deprivation is caused to either;
 - c. Harassment — to operate in an environment, free from harassment.
Harassment is defined as any action directed at an individual or group, which creates a hostile, intimidatory or offensive environment;
 - d. Non-discriminatory — to operate in a non-discriminatory environment.
Non-discriminatory is defined as where everyone has an equal opportunity and receives a fair go in accordance with the law as well as the Club Constitution, the By-Laws and the Policies and Procedures; and
 - e. Compliance and appeal — People to whom this Code applies acknowledge and agree to comply with the grievance procedures adopted by the Club. If any disciplinary action is taken persons directly affected shall be afforded the opportunity to participate in those proceedings and the right to appeal.
 - (iii) **Key elements—**

All persons who are bound by this code shall—

 - a. act in a manner in the best interests of the Club;

- b. demonstrate a positive commitment to the Club Constitution, the By-Laws and the Policies and Procedures;
 - c. uphold the standing and reputation of hockey within the Club and the Association;
 - d. treat people involved in hockey with courtesy, respect and proper regard for their rights and obligations;
 - e. treat another person's property with respect and due consideration of its value;
 - f. not misuse funds or property belonging to another party; and
 - g. respect the confidentiality of information, which comes to them in the course of their duties.
- (iv) **Unsuitable behaviour—**
 This list describes examples of behaviour, which after investigation by the Committee (or other body as set out hereafter) and a finding by the Committee (or other body as set out hereafter), that such behaviour has occurred, shall be deemed to be unsuitable behaviour and not in the best interests of sport.
- a. 'sledging' other athletes, officials or event organisers—
 Sledging is defined as a statement, which is deemed to denigrate and / or intimidate another person;
 - b. excessive or inappropriate use of alcohol, acting in a way that becomes a public nuisance, creating a public disturbance;
 - c. causing damage to another person's property at any WHC event including, training, games or social occasions, or depriving them of that property during the defined time frames;
 - d. sexual relations between a coach, manager, umpire, or any other Club Official and member, that is not consensual and within the law;
 - e. the use or encouragement of drugs and banned substances to enhance or inhibit performance;
 - f. statements that are deemed to denigrate the team that an individual is representing; and
 - g. harassment, sexual or otherwise.
- (v) **Process for dealing with a breach—**
- a. Members are to try to resolve own disputes by being open and caring towards each other's opinions.
 - b. Players and / or parents are to speak to the coach and / or manager to try to resolve with empathy and communicate any dispute.
 - c. If unable to resolve, the dispute is to be brought, as soon as possible, to the attention of the Committee, the Club's Child Protection Officer or the Club's Member Protection Officer (if such person has been appointed).
 - d. Respect the confidentiality of information, which comes in the course of Club roles and duties.
 - e. The Committee shall refer to the Constitution, Part 3 Division 2 and Part 3 Division 3, to deal with conflict resolution and any breach of the Code of Conduct.