

# CODE OF CONDUCT

All members & supporters of Wodonga Hockey Club Inc. shall conduct themselves in the spirit of good sportsmanship & show respect to team mates, officials & spectators at all times

## Appendix 8

### Wodonga Hockey Club Code of Conduct

*“All members and the supporters of Wodonga Hockey Club Inc. should conduct themselves in the spirit of good sportsmanship and show respect for team mates, opposition, officials and spectators.”*

## 1 General

### 1.1 Purpose

- (a) The purpose of this Code of Conduct is to declare the type of behaviour, which is encouraged by Wodonga Hockey Club Inc. This is the behaviour the Club is seeking to promote and encourage all members and supporters of the Club to adopt. In addition to this Code, listed below are some examples of behaviour which shall be deemed by the Committee of Management to be “conduct unbecoming”, or “conduct not in the interests of the Club and the promotion of its Statement of Purpose”.
- (b) By listing this information, as well as some examples of behaviour deemed to be unbecoming, the Committee of Management wishes to offer clear direction in this area.

### 1.2 Key Principles

- (a) The Club wishes to 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.
- (b) The Club wishes to operate in an environment, which is free from harassment. Harassment is defined as any action directed at an individual or group, which creates a hostile, intimidatory or offensive environment.
- (c) The Club wishes to operate in a non - discriminatory environment. By this we mean where everyone has an equal opportunity and receives a fair go in accordance with the law as well as Club rules, procedures and guidelines.
- (d) 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 also the right to appeal against a penalty.

### 1.3 Key Elements

All persons who are bound by this code shall:

- (a) Not act in a manner unbecoming, or contrary to the interests of the Club.

- (b) Treat people involved in hockey with courtesy, respect and proper regard for their rights and obligations.
- (c) Treat another person's property with respect and due consideration of its value.
- (d) Demonstrate a positive commitment to the Club policies, rules and procedures.
- (e) Not misuse funds or property belonging to another party.
- (f) Respect the confidentiality of information, which comes to them in the course of their duties.
- (g) Uphold and not injure or compromise the standing and reputation of hockey within the Club and the Association.

#### **1.4 Governance**

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 Rules of the Club, shall govern the conduct of all persons associated with the Club.

This Code shall act as a guideline for criteria determining decisions and actions of the Club.

This Code shall also be applied with consideration to the Association's Code of Conduct.

#### **1.5 Unsuitable Behaviour**

This list describes examples of behaviour, which after investigation by the Committee of Management (or other body as set out hereafter) and a finding by the Committee of Management (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.
- (g) Harassment, sexual or otherwise.

## **2 Process for Dealing with a Breach**

**2.1** The following guidelines (refer to Appendix 9) are provided to Coaches and Managers at the start of each season and can in general be applied to any dispute between a member and another member, or a member and the Club.

- (a) Members 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 communication any dispute.
- (c) If unable to resolve, the dispute is to be brought as soon as possible, to the attention of the Executive Committee.
- (d) If still unable to resolve, both parties involved to be notified officially to meet with a selected panel of three to hear both sides of dispute. The resolution is to be in line with the Code of Conduct, and with consideration for all parties.

**2.2** Referral to 3.5 (Disputes and mediation) and 3.6 (Discipline, suspension and expulsion of Members) must be made where the guidelines provided to the Coaches and Managers does not lead to a satisfactory resolution of a breach of the Code of Conduct.

## **3. Guidelines for Working with Children.**

**3.1** All Committee Members, Coaches, Managers, Umpires and any other member holding a position within the Club, where they are in direct contact with children, are required to provide a Working With Children Check in accordance with the Working with Children Act (2005).

(Reference [www.justice.vic.gov.au/working with children](http://www.justice.vic.gov.au/working_with_children)). The relevant information must be provided to the Club Secretary as required.

- 3.2** All Committee Members, Coaches, Managers, Umpires and any other member holding a position within the Club, where they are in direct contact with children, are required to complete a NSW Prohibited Employment Declaration. The form is to be provided to the Club Secretary as required.
- 3.3** The Club shall nominate a Child Protection Officer and make available the name of that officer and a contact number for that officer to all members via newsletters, the Club website or in person if requested.
- 3.4** Any member, non-member or supporter of the Club has an ethical responsibility to report any suspicions they have that a child or young person is at risk of harm. Members, non-members or supporters of the Club may notify the nominated Child Protection Officer or report their concerns to the State's child protection agency. Contact details can be found via [www.playbytherules.net.au](http://www.playbytherules.net.au)