



CODES OF BEHAVIOUR

Every person in Victoria has the right to participate in community sport which is safe, welcoming and inclusive. Equally everyone plays a part in ensuring their actions and behaviours are supportive of these values.

Australians and particularly Victorian's, love their sport, however, this can at times create unpleasant situations. Over-zealous parents, boisterous spectators, opinionated players and quick-tempered coaches may need to be reminded of appropriate behaviour when involved with sport.

The Australian Sports Commission (**ASC**) has developed the *Junior Sport Codes of Behaviour* to remind and encourage all Australians involved in sport, whether they are a player, parent, coach, administrator, official, or spectator to support and nurture all our young players. Hockey Victoria (**HV**) strongly endorses the ASC's *Junior Sport Codes of Behaviour* and has adapted these Codes to be applicable to all Hockey Victoria Competitions, Events and Programs including:

- HV State Representative Teams
- HV Junior, Senior and Masters Competitions
- HV Junior State Championships
- HV Zone Challenge
- HV State Development Program – Tier 6
- HV State Development Program – Tier 5
- HV Summer Competition
- HV Indoor Competition
- HV Development Programs

HV would like to encourage all affiliated Associations who administrate their competitions to also endorse and adopt these Codes of Behaviour within their competitions, events and programs. You can modify the Codes template as required to suit your own needs and circumstances.

HV's Codes of Behaviour should also be read in conjunction with Hockey Australia's (**HA**) *Codes of Behaviour* and the Victorian Government's *Victorian Code of Conduct for Community Sport* which outlines behaviours which are expected to be followed by every person involved in community sport, as well as identifying the behaviours which must not be tolerated.

HV strongly recommends that all Clubs and Associations visit the ASC's Play by the Rules website which provides sporting clubs with useful advice and resources on how to create safe, welcoming, fair and inclusive sporting environments and how to develop a system to prevent harassment and abuse in sport and deal effectively and appropriately with it if it occurs.

www.playbytherules.net.au

As a player, parent, coach, administrator, official or spectator in any activity held by or under the auspices of HV or one of HV's Affiliated Clubs or Associations, you must meet the requirements in regard to your conduct during any such activity or event.

The investigation process and penalty guidelines are listed as part of the Codes of Behaviour.

If you have any queries in relation to Hockey Victoria Codes of Behaviour, please contact the Hockey Victoria office on (03) 8379 4288 or send an email to admin@hockeyvictoria.org.au.

Thank you for your support in creating safe, welcoming, fair and inclusive environments for all people in hockey by encouraging appropriate behaviour at all times.



Rob Dalton
Chairman



Ben Hartung
Chief Executive Officer



Codes of Behaviour

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1. PLAYERS Code of Behaviour

- Play by the rules.
- Never argue with an official. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- Control your temper. Verbal abuse of officials, sledging other players or deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
- Work equally hard for yourself and/or your team. Your team's performance will benefit and so will you.
- Be a good sport. Applaud all good plays whether they are made by your own team or the opposition.
- Show respect to and acknowledge opponents and officials (e.g. shake hands before and after the game, thanks umpire etc).
- Treat all participants as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coach, team-mates and opponents. Without them, there would be no competition.
- Participate for your own enjoyment and benefit, not just to please your parents and coaches.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.



2. PARENTS Code of Behaviour

- Remember that children participate in sport for their enjoyment, not yours.
- Encourage children to participate, do not force them.
- Focus on your child's efforts and performance rather than whether they win or lose.
- Encourage children to play according to the rules and to settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Remember that children learn best by example. Appreciate good performance and skilful plays by all participants.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children to do likewise.
- Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.

3. COACHES Code of Behaviour

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Adopt appropriate and responsible behaviour in all interactions.
- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment free environment.
- Do not tolerate harmful or abusive behaviours.
- Place the safety and welfare of the athletes above all else.
- Help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
- Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications to be misrepresented
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.

4. ADMINISTRATORS Code of Behaviour

- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct your responsibilities with due care, competence and diligence.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.
- Involve young people in planning, leadership, evaluation and decision-making related to the activity.
- Give all young people equal opportunities to participate.
- Create pathways for young people to participate in sport, not just as a player but as a coach, referee, 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 overemphasise awards.
- Help coaches and officials highlight appropriate behavior and skill development, and help improve the standards of coaching and officiating.
- Ensure that everyone involved in junior sport emphasizes fair play, rather than winning at all costs.
- Give a code of behavior sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
- Remember, you set an example. Your behavior and comments should be positive and supportive.
- Support implementation of the National Junior Sport Policy.
- Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.



5. OFFICIALS Code of Behaviour

- Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
- Respect the decisions of officials, coaches and administrators in the conduct of the sport.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Adopt appropriate and responsible behaviour in all interactions.
- Adopt responsible behaviour in relation to alcohol and other drugs.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe environment.
- Ensure your decisions and actions contribute to a harassment free environment.
- Do not tolerate harmful or abusive behaviours.
- Place the safety and welfare of the athletes above all else.
- Be consistent and impartial when making decisions.
- Address unsporting behaviour and promote respect for all people

6. MEDIA Code of Behaviour

- Provide coverage of young people's competitive and non-competitive sport as well as reporting adult sport.
- Be aware of the differences among adult sport, professional sport and modified sports programs for young people.
- Do not highlight isolated incidents of inappropriate sporting behavior.
- Focus on a young player's fair play and honest effort.
- Do not place unfair expectations on young people. They are not miniature professionals.
- Describe and report on the problems of young people participating in organised sport.
- Focus on the abilities and not the disabilities of young people.
- Avoid reinforcing stereotypical views on the involvement of boys and girls in particular sports.
- Give equal time and space to reporting boys and girls sports.
- Familiarise yourself with the National Junior Sport Policy.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.



7. SPECTATORS Code of Behaviour

- Remember that young people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performances and efforts from all individuals and teams. Congratulate all participants on their performance, regardless of the game's outcome.
- Respect the decisions of officials and teach young people to do the same.
- Never ridicule or scold a young player for making a mistake. Positive comments are motivational.
- Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
- Show respect for your team's opponents. Without them, there would be no game.
- Encourage players to follow the rules and the officials' decisions.
- Do not use foul language, sledge or harass players, coaches, officials or other spectators.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.

8. Appendix: Investigation Process

Hockey Victoria (HV) may investigate any matter which in its opinion is relevant to whether or not a charge of misconduct ought to be laid.

Such investigation may be initiated on the basis of the report of an accredited umpire appointed to the match, a complaint by a Club, a report of any other person, or on the basis of any other evidence which in the opinion of HV is credible.

At any time HV may determine whether any charge of misconduct is to be laid and in relation such charge whether:

- It is to be referred to the Tribunal; or
- It is to be investigated further by HV or person approved by the CEO (refer Rule 12.5.2); or
- It is to be dealt with by mediation; or
- It is to be dealt with by any combination of the above, or
- No action is to be taken; or
- It is to be dealt with in any other manner which HV deems appropriate;

and such determination shall be at the absolute discretion of HV.

VICTORIAN CODE OF CONDUCT FOR COMMUNITY SPORT

Introduction

Every person in Victoria has the right to participate in community sport which is safe, welcoming and inclusive. Equally everyone plays a part in ensuring their actions and behaviours are supportive of these values.

State Sporting Associations, leagues, associations and clubs also have a responsibility to ensure participation in any community sport event is free of any anti-social behaviour both on and off the field which prevents others from taking part and getting active.

The Victorian Code of Conduct for Community Sport outlines behaviours which are expected of every person involved in community sport, as well as identifying the behaviours which must not be tolerated.

The Code supports *Victoria's Plan to Prevent Violence Against Women* by taking a zero tolerance stance towards violence against women. The Code also aims to encourage cultural and behavioural change to prevent it happening in the first place.

Acts of violence, discrimination and vilification are illegal acts within Victoria. It is a club's responsibility to not only report these to the appropriate legal authorities but to ensure these acts are not tolerated by the sport or club.

State Sporting Associations, leagues, associations and clubs will have the responsibility of adhering to and enforcing the code through sport specific penalties. State Sporting Associations, leagues, associations and clubs who don't adhere to and enforce the Code will not be eligible for funding from Sport and Recreation Victoria, and any existing funding will cease.

The Code provides the opportunity to make a positive impact on community participation in sport and recreation by encouraging appropriate behaviour at all times. Implementation of the Code will ensure that community sport remains safe and inclusive for all.

Code of Conduct

Every person: spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport, should work to ensure:

- inclusion of every person regardless of their age, gender or sexual orientation
- inclusion of every person regardless of their race, culture or religion
- opportunities for people of all abilities to participate in the sport and develop to their full potential
- respect is shown towards others, the club and the broader community
- a safe and inclusive environment for all
- elimination of violent and abusive behaviour
- protection from sexual harassment or intimidation.

This Code applies to community sport, training and club sanctioned activities.

Breaches of the Code

Penalties will be issued once the breach has been confirmed through an appropriate assessment process by the relevant State Sporting Association, leagues, associations or club. The following behaviours are considered breaches of the Code:

- Violent or abusive behaviour towards another person.
- Vilification of any kind towards another person.
- Discrimination against another person based on their age, gender or sexual orientation.
- Discrimination against another person based on their race, culture, religion or any other irrelevant personal characteristic.
- Sexual harassment or intimidation of another person.
- Victimisation of another person for exercising their rights through the Code of Conduct.
- Failure to maintain a safe environment.

State Sporting Association Responsibility

The responsibility of Hockey Victoria through the Code of Conduct is to:

- promote the Code of Conduct to all persons involved in the sport, associations or clubs
- ensure reporting and assessment processes are in place to identify and penalise breaches of the Code
- report on the implementation of the Code to the State Government on an annual basis
- ensure that every person involved in the sport is able to exercise their rights without fear of victimisation.

Implementation of the Code

State Sporting Associations (SSAs) have signed onto the Code and pledge their support by confirming the following actions:

- Ensure all components of the Code are included in an existing SSA code or through the creation of a new code for the SSA.
- Develop appropriate reporting and assessment processes for issuing penalties for breaches of the Code.
- Identify what penalties they will put in place for any breaches of the Code.

- Inform all affiliated clubs of their obligations under the Code, their expectations for reporting, assessing and acting upon breaches.

Any SSA, association or club applying for funding through Sport and Recreation Victoria (SRV) will need to demonstrate their adherence and enforcement of the Code in order to be eligible for funding.

SSA's and clubs who don't adhere to and enforce the Code will not be eligible for funding through any SRV grants programs.

Councils applying for funding from SRV, must ensure that sporting associations and clubs who are tenants at the site of the project are enforcing the code.

Sports Associations and clubs not aligned to an SSA will still be required to adhere to and enforce the Code in order to be eligible for funding from Sport and Recreation Victoria, if not any existing funding will cease.

Definitions

Person: spectator, player, official, club member, participant, administrator, coach, parent or member of the community involved with the sport.

State Sporting Association: the peak body for a particular sport in the state and affiliated with its National Sporting Organisation. The SSA is responsible for the development of the sport and the management and communication of the sport's rules and regulations to its affiliated clubs and members.