



HOCKEY AUSTRALIA

# CODE OF CONDUCT

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## Contents

1.	Introduction.....	3
2.	Jurisdiction.....	3
3.	Expected Behaviours.....	3
4.	Prohibited Conduct.....	5
5.	Complaints, Disputes and Discipline Policy.....	5
6.	Definitions.....	5
	Schedule.....	6

## 1. Introduction

- 1.1. Hockey Australia (HA) is committed to promoting and strengthening the positive image of hockey and its Participants in Australia and to ensuring that everyone involved with hockey is treated with respect and dignity.
- 1.2. This Code of Conduct aims to ensure that everyone involved in hockey is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.
- 1.3. This Code of Conduct:
  - a. Prescribes Prohibited Conduct;
  - b. Can be adopted by each Australian Hockey Organisation and Authorised Provider without amendment; and
  - c. Is to be read with the provisions set out in the HA National Integrity Framework (**Framework**). Any provisions inconsistent with the Framework apply to the extent of that inconsistency

## 2. Jurisdiction

### 2.1. To whom the Code of Conduct applies

The Code of Conduct applies to:

- a. Relevant Persons; and
- b. Relevant Organisations.

### 2.2. When the Code of Conduct applies

- a. All Relevant Persons and Relevant Organisations to whom this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
  - i. In relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;
  - ii. Wherever there is a recognised hockey or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
  - iii. When dealing in their capacity as a Relevant Person or Relevant Organisation with other Relevant Persons or any Relevant Organisation; and
  - iv. In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
  - v. Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.
- b. Where HA or another AHO (as applicable) determines, in their absolute discretion, that alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy.
- c. Where HA or another AHO (as applicable) determines, in their absolute discretion, that alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy.

## 3. Expected Behaviours

Relevant Persons and Relevant Organisations must:

- a. Act and operate within the rules and spirit of hockey;
- b. Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- c. Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;

- d. Maintain appropriate, professional relationships with other Relevant Persons at all times;
- e. Accept and respect the authority of Officials and must not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an Official, whether on or off the field of play;
- f. Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- g. Act with care and diligence to safeguard the health and safety of themselves and Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- h. Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;
- i. Acknowledge and comply with the Safe Hockey Safe Kids Code set out in the Schedule;
- j. Ensure that physical contact with others is objectively appropriate to the situation;
- k. Not display or transmit, or cause to be displayed or transmitted, offensive or inappropriate material or messages (such as tweeting or re-tweeting an indecent or offensive comment) in relation to or towards Relevant Organisation representatives or Relevant Persons;
- l. Not engage in behaviour, including contact via social media or other electronic means, that negatively affects the experience, safety or wellbeing of Relevant Organisation representatives, Relevant Persons or other patrons, including behaviour that is:
  - i. offensive or discriminatory;
  - ii. bullying or harassing;
  - iii. sexist, racist, homophobic, biphobic or transphobic;
  - iv. intimidating, threatening or aggressive;
  - v. drunk and disorderly;
  - vi. unwelcome or uninvited physical contact;
  - vii. continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
  - viii. unlawful or unsafe;
- m. Not behave in a manner that is physical, emotional, racial, religious or sexual harassment towards Relevant Organisation representatives or Relevant Persons;
- n. Not behave in a manner that is public or domestic violence;
- o. Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- p. Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
- q. Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- r. Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

## 4. Prohibited Conduct

A Relevant Person commits a breach of this Code of Conduct when they:

- a. Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the honest and orderly conduct of the Activity;
- b. Engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
  - i. brings a Relevant Organisation, a Relevant Person or the sport of hockey into disrepute; or
  - ii. is or could be harmful to the interests of a Relevant Organisation or hockey;
- c. Make improper use of information acquired by virtue of their position in any Team selected by an AHO or their position in, or relationship with, an AHO to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to an AHO; and
- d. Do not comply with any of clauses 3(h) through 3(r), inclusive.

## 5. Complaints, Disputes and Discipline Policy

The Complaints, Disputes and Discipline Policy applies to any alleged Prohibited Conduct under this Code of Conduct.

## 6. Definitions

Capitalised terms not defined in this Code of Conduct are defined terms in the Framework. In this Code of Conduct the following words have the corresponding meaning:

**Code of Conduct** means this HA Code of Conduct.

**Member** means a member of HA admitted in any category of membership in accordance with clause 6 of the Hockey Australia Constitution.

**Prohibited Conduct** means conduct proscribed by clause 4 of this Code of Conduct.

**Relevant Organisation** means:

- a. Australian Hockey Organisations;
- b. Authorised Providers;
- c. A Team; and
- d. Any other organisation that has agreed to be bound by this Code of Conduct.

**Relevant Person** means:

- a. Members;
- b. Participants; and
- c. Any other person, including individuals and bodies corporate, who has agreed to be bound by this Code of Conduct.

## Schedule

1. Relevant Persons will acknowledge and commit to the following Safe Hockey Safe Kids Code:

I will do what I can to provide a safe, fun and welcoming environment for all children and young people in hockey, free from physical, sexual and emotional abuse or neglect. I will do this by:

- a. Listening and responding to children and young people, and take what they say seriously.
  - b. Communicating safely and effectively with children and young people, in person and online.
  - c. Having firm boundaries when interacting with children and young people.
  - d. Only engaging in safe and appropriate physical contact with children and young people, putting their safety and wellbeing first.
  - e. Never engaging in any behaviour of a sexual nature, physically, verbally non-verbally, or through online communication.
  - f. Role modelling positive behaviours that prioritise the health and safety of a child or young person in hockey.
  - g. Contributing to a safe and inclusive environment for children and young people from all backgrounds and treating everyone fairly.
  - h. Taking any concerns about the safety of a child or young person seriously, and responding in line with policies, procedures, guidelines and the law.
2. Relevant Persons will be required to acknowledge the Safe Hockey Safe Kids Code via their membership registration process and/or sign a full acknowledgement, electronically or in writing, with a copy of their acknowledgement kept on record.
  3. Relevant Persons must also undertake appropriate training in relation to the expectations for their role outlined in the Safe Hockey Framework.

### **Further information on the Safe Hockey Safe Kids Code**

For further information on how each of the eight statements apply go to the Safe Behaviours Policy & Procedure: <https://cdn.revolutionise.com.au/cups/hockeyaus/files/3aqsipsearp1inph.pdf>

Coaches & Managers are encouraged to go to the Safe Behaviours Guidelines for Coaches & Managers for more information: <https://cdn.revolutionise.com.au/cups/hockeyaus/files/yukziqmvb8iwix6c.pdf>

Clubs & Associations are encouraged to go to the Safe Behaviours Guidelines for Clubs & Associations for more information: <https://cdn.revolutionise.com.au/cups/hockeyaus/files/xsx74tkisfhojoke.pdf>