



CODE OF CONDUCT

Pottsville Hockey Club endorses QLD Hockey *Codes of conduct* visit: <http://www.hockey.org.au> to download a full copy. Following are QLD Hockey codes of conduct, adopted for Pottsville Hockey Club

The Pottsville Hockey Club is responsible for the behaviour of their players, officials including coaches and supporters – these people should be encouraged to participate within the framework of the Code.

H1 - PLAYER CODE OF CONDUCT

Acknowledgement and Acceptance As a player representing Hockey Queensland or any affiliated Association in an event that is conducted or sanctioned by Hockey Queensland or any affiliated Association, you must meet the following requirements with regard to your behaviour.

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 Anti-Doping Policy advocated by Hockey Australia and adopted by Hockey Queensland.
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 Hockey Australia's racial and sexual vilification policy which has been adopted by Hockey Queensland.

12. Don't do anything which adversely affects or reflects on or discredits the game of hockey, Pottsville Hockey Club, Hockey Australia, Hockey Queensland, any HQ Association, 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.

13. Refrain from using obscene, offensive or insulting language and/or making obscene gestures which may insult other players, officials or spectators.

All players, officials and spectators are responsible for ensuring that the Code of Behaviour is met at all times.

H2 - TEAM OFFICIALS CODE OF CONDUCT

As a coach, manager or team official selected to represent Hockey Queensland, any Hockey Queensland affiliated Association in an event that is conducted or sanctioned by Hockey Queensland or any Hockey Queensland affiliated Association, you must meet the following requirements with regard to your conduct.

1. Treat all players with respect at all times.

2. Behave in a sportsmanlike manner at all times to other coaches, officials, players and spectators.

3. Place the safety and welfare of the players above all else.

4. Avoid situations that may lead to a conflict of interest.

5. Be courteous, respectful and open to discussion and interaction.

6. Make no detrimental statements in public in respect of the performance of any match officials or umpires.

7. Promote a climate of mutual support amongst the players. Encourage players to respect one another and their worth within the team.

8. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
9. Determine, in consultation with the player, what information is confidential and respect that confidentiality.
10. Avoid situations with your players that could be construed as compromising.
11. Adhere to the Anti-Doping Policy advocated by Hockey Australia.
12. Provide a safe environment for training and competition.
13. Recognise individual differences in players and cater to these as best you can.
14. Make a commitment to providing a quality service to your players. As a coach, 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.
15. Refrain from using obscene, offensive or insulting language and/or making obscene gestures which may insult players, officials or spectators.

All players, officials and spectators are responsible for ensuring that the Code of Behaviour is met at all times.

H3 - OFFICIALS CODE OF CONDUCT

As an Official selected to represent Hockey Queensland or any Hockey Queensland affiliated Association in an event that is conducted or sanctioned by Hockey Queensland or any Hockey Queensland affiliated Association, you must meet the following requirements with regard to your conduct.

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. Be impartial and maintain integrity in your relationship with other officials, players and coaches.
4. Avoid situations that may lead to a conflict of interest.
5. Not be in a position of individual and unsupervised contact with players under 18 years of age.

6. Be courteous, respectful and open to discussion and interaction.
7. 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.
8. Refrain from any personal abuse towards players.
9. 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.
10. Abstain from the use of tobacco and the consumption of alcoholic beverages when officiating or whilst in uniform.
11. Adhere to the Anti-Doping Policy advocated by Hockey Australia and adopted by Hockey Queensland.
12. Make no public comments or media announcements without prior approval from your Tournament Director or Umpire's' Manager.
13. Umpires – Wear only the official uniform available for purchase from Just Hockey when umpiring at the tournament.
14. Maintain the fitness level deemed acceptable when your appointment to the tournament was made.
15. Abide by all relevant policies documented by Hockey Queensland in relation to your appointment at a Hockey Queensland sanctioned event.

Summary & Extension of Code of Conduct relevant to Pottsville Hockey Club

The following behaviour is UNACCEPTABLE: Violence, threats or intimidation

- Umpire or player abuse.
- Swearing or abusive language.
- Sledging or incitement to unacceptable behaviour.
- Malicious misrepresentation of facts.
- Inappropriate use of Club owned items.
- Inappropriate use of alcohol or drugs.
- Misuse of Social Media. (Facebook, Twitter etc)

The following behaviour is to be ENCOURAGED

- Fostering the development of younger players to play to their highest potential.

- A spirit conducive to families and younger players.
- Strong competition played within the rules and spirit of the game.
- Active participation in the running of the sport of hockey ie coaching, administration, umpiring, fundraising.
- All players are responsible for wearing correctly fitting shin-guards and mouth guards at all times whilst on the hockey fields.

Suspension

ANY MEMEBER of the club found guilty of breaking this code faces suspension. Disciplinary suspension will be determined by the club committee. The Club Committee will hold a disciplinary hearing resulting in outcomes like counselling, suspension or expulsion.

In the case of extreme misconduct or repeated misconduct the committee reserves the right to revoke membership to the club.

We encourage all players to report misconduct

Social Media

In this region this is mainly Facebook, but there other Media e.g. Twitter. Nowadays Social Media has developed to become an integral part of our communication with other people. For this reason we have to be prepared to acknowledge ethical behaviour in our personal contact as the misuse of Social Media can have repercussions on our personal and professional lives.

Guide lines for the use of Social Media

1. Public v Private: Always begin with the assumption that anything posted on Social media can be read by anyone, at any time and for a long time.

Always ask yourself if my boss, client or other people would be happy to see the postings.

2. Be Accurate: postings should be accurate and fact checked. All being able to be substantiated.
3. Be Professional: Always act in a professional and constructive manner using sound judgement before posting. Always be polite and respectful of an individual's opinions especially when discussions become heated.
4. Be Fair and Respectful: Never post malicious, misleading or unfair content about others. Do not post obscene, defamatory or discriminatory content about an individual. Do not post comments that you would not say directly to another person.

5. Be Smart Respect other people's intellectual including trade mark names and slogans and copyright material. It's best practice to assume that all content online is protected by copyright, making sure you have permission to post copyright items.

6. Be aware of confidentiality: Only reference information available, never disclose any information that is confidential or proprietary to your organisation, it's clients or any third party that has confidentially disclosed information to you. Don't cite, post or reference clients, partners or suppliers without approval from the relevant manager in your organisation.

7. Be Careful not to use your organisation's client's or a third party's logos, trade marks or material on your website/blog pr in a post unless it has been cleared for public use or been otherwise approved by the relevant manager in your organization.