



RISK MANAGEMENT

Ice Hockey NSW (IHNSW) has a number of risk management policies in specific areas to establish a safe environment for our members.

Harassment and Discrimination Policy

Harassment is any behaviour by a person or organization to whom this Policy applies which is offensive, abusive, belittling or threatening, and which is directed at a person or group of people because of a particular characteristic of that person or group of people. The behaviour must be unwelcome and the type of behaviour a reasonable person would recognise as being unwelcome and likely to cause the recipient to feel offended, humiliated or intimidated. Whether or not the behaviour is Harassment is determined from the point of view of the person the Harassment is projected at.

Discrimination is treating or proposing to treat a person less favourably than someone else in certain areas of public life on the basis of an attribute or personal characteristic they have.

Privacy and Information Policy

No unnecessary personal information will be collected or maintained. All personal information on members and others will be used solely for the benefit of members by IHNSW. Providers of confidential information will be notified of the likely distribution of such information. All providers of information will be informed of the intended usage. Medical information and records will remain at the highest possible level of confidentiality realising that disclosure to supervisors, first aid carers and other medical personnel may be necessary in order to achieve the required level of preparedness and the correct response in subsequent emergencies.

All information in whatever format generated by IHNSW Officers and others for IHNSW will remain the copyrighted intellectual property of IHNSW. All such information should carry a copyright, date and file name disclosure. All information will be proof read and spell checked. Authored information gained from IHNSW Officers or others by whatever means will not be copied or forwarded in any format whatsoever without the expressed permission of the original author.

Up to date virus protection will be utilised where practical on all electronic information. Websites and other public documents will be maintained with current information. Members and others will have the right to view and correct information maintained about them.

Submitted Working With Children Check (WWCC) clearance letters and clearance numbers will be treated confidentially as required by the State Government.

Confidential information circulated by email should not be forwarded to unintended recipients. Information sent by email should not be used in any other context other than that intended.

IHNSW Respect and Responsibility Policy

Coaches and Managers are not to approach referees during breaks in matches;

Referees are empowered to send Coaches and Managers from the bench as well as asking for removal of any unruly spectators/parents;

Referees are empowered to stop games to deal with inappropriate situations.

Zero tolerance by Referees for any form of abuse;

Only Captains of Teams are eligible to address the Referee during matches;

Coaches must be accredited and be actively coaching to retain accreditation – accreditation becomes void after 2 years of non-participation.

Referees are required to upgrade their accreditation every 3 years and every year for National Tournaments;

Players aged between 14 and 18 as at the 31st of December of the same year, are required to attend a rules course to be eligible for State Teams and Finals games.

Codes of Conduct are to be signed by each Club Team Coach and Manager;

Players are to sign a Code of Conduct when registering.

All parents who are Active Volunteers are to sign a Code of Conduct.

A Tribunal system that addresses any reporting of players, will serve automatic suspensions for any form of abuse.

A Referee mentoring and development system.

Codes of Conduct will include a specific reference to respect of women;

Member Protection Officer Training on a yearly basis, offered through NSW Sports Federation;

Policies available on our website www.ihnsw.com.au

Players wear a 'Respect' patch – assists with prevention of injury;

Child Protection Policy

IHNSW is committed to maintaining an environment that is free of any form of harassment or child abuse, and will implement current NSW Government legislation pertaining to Child Protection applicable to the Association and its members.

All members that are over 18 and act as Coaches, Managers, Club Officials, and Referees, and any Active Volunteers must abide by the requirements of the Working With Children Check through the NSW Government and the Office of the Children's Guardian.

Alcohol Policy and Procedures

IHNSW will actively seek to implement the following strategies to promote the responsible use of alcohol: In the interests of health and safety of all members, IHNSW actively encourages the responsible consumption of alcohol, and whenever possible, an alcohol free environment for players under the age of 18.

It is recognised that some ice rinks have licensed bars and this is the only area in which alcohol should be consumed. IHNSW will not allow the advertising or promotion of alcohol products or companies on any of its representative state team uniforms. Alternatively, IHNSW encourages non-alcohol sponsorship and revenue sources.

IHNSW discourages the consumption of alcohol before, during and immediately after participation in a game.

IHNSW prohibits the known consumption of alcohol by players aged under 18 in any circumstances.

IHNSW will not promote the excessive consumption of alcohol, nor condone alcohol affected Officers carrying out duties. The assessment of 'alcohol affected' will be based on an objective observation made by an appointed Officer of the Association. If this is not possible, a member acting in a position of responsibility will make this assessment and then report to an appointed Officer of the Association. Current procedures adopted by IHNSW for any report of misconduct will then be instigated by the Committee of Management.