



## Ice Hockey NSW Code of Conduct Policy

### CODE OF CONDUCT FOR PLAYERS, COACHES, MANAGERS, OFFICIALS, ADMINISTRATORS, VOLUNTEERS, SPECTATORS, PARENTS, NON-MEMBERS AND VISITORS

This first page is expected behaviours for everyone involved with Ice Hockey NSW.

- Love the game, play/participate/watch for fun and treat everyone with respect
- Appreciate everyone who helps with hockey, including coaches, managers, officials and rink staff
- Be fair, honest, respectful and transparent
- Be a positive role model. Show respect, care and effort when volunteering with IHNSW.
- Be a 'good sport' by encouraging and praise fair play over winning at all costs
- Give a 'fair go' to people of all abilities to be involved in ice hockey
- Support a safe, welcoming and inclusive environment which focuses on the health, welfare and well-being of participants and show concern towards others who may be sick or injured
- Read and follow policies and practices in relation to injury management, return to play and child safe standards
- Be knowledgeable, consistent and impartial and play by the rules of ice hockey
- Report any breaches of this code to your club or the Ice Hockey New South Wales Secretary
- Follow Ice Hockey NSW's COVID-19 Safe Plan (See Covid Safe Plan Policy)
- Be an up-stander, a person who speaks up or supports someone being bullied
- Respect the facilities and equipment provided by the rinks

### REFRAIN FROM...

- Use or possession of banned/illegal drugs, match fixing, conflict of interest or other behaviours that will damage the sport's reputation
- Discrimination, harassment, bullying, abuse, child abuse, intimidation, hazing, sledging, victimisation or vilification based on age, race, sex, disability, sexuality, gender identity or religion of children or adults face to face, by phone or on social media are not tolerated.



## WHEN CHILDREN ARE INVOLVED...

- Include and encourage all children to participate in hockey
- Support the emotional safety of children who are Aboriginal, from different cultures or speak different languages, have a disability or are gender diverse.
- Follow the Child Safe Standards when working with children under 18 years old. Report any claim of child abuse and report any criminal activity to the New South Wales Police
- Avoid unauthorised contact and special relationships with children and young people in person, online or by Social Media (See Child Safety Policy)

## Additional behaviours expected from these participants.

### PLAYERS

- **No harmful** physical or verbal actions while playing ice hockey
  - **Expect** to be treated equally and fairly by coach and team manager
  - **Respect** the officials, coaches and managers and their authority during games
  - **Junior Team Travel:** respect and follow rules and curfews set for players
  - Drugs, Alcohol and Tobacco
  - Junior players shall refrain from all three while participating in any sanctioned Ice Hockey New South Wales trainings, games or tournaments
  - Senior players shall refrain from all three while wearing clothing/jersey that identifies them as a participant or volunteer within any sanctioned Ice Hockey New South Wales trainings, games or tournaments
- Change-rooms
- Junior players will not remain in change-rooms without adult supervision. Only coaches and team managers are allowed in the change-room before and after the games.
  - Parents may enter to help their own children with hockey gear and then are asked to leave.
  - Parents are not permitted in the change-rooms of the other team.
  - Senior players/volunteers should not be alone in change-rooms with children (other than their own) under 18 years of age.



## COACHES, OFFICIALS AND TEAM MANAGERS

- **Have** current Coaching or Official qualifications and a current Working with Children Check
- **Ensure** equipment, facilities and programs meet health and safety standards and are appropriate to the abilities of participants. Report any damage to the IHNSW Secretary
- **Always** have two adults present when working with children
- **Do not** allow players to be ridiculed for making mistakes or losing a competition
- **Supervise** players on the rink (and in the change-room if there are junior players on the team)
- **No transportation** of members of Ice Hockey NSW after the consumption of alcohol or illegal drugs

## ADMINISTRATORS

- **Involve many** in planning, leadership, evaluation and decision making
- **Create opportunities** for people to get involved in ice hockey not only as players but as coaches, officials, administrators and other voluntary jobs
- **Resolve** behavioural breaches in a timely manner
- **Create/update policies** to ensure Ice Hockey New South Wales is run in a safe, fun and fair manner
- **Modify** rules, equipment, length of games and training schedules to suit the age, ability and maturity level of players.
- **Ensure** that the facilities and environment are accessible
- **Help improve** coaching and officiating standards and the understanding of appropriate behaviour and skill development
- **Educate** others so that they know what is expected of them.

## SPECTATORS, PARENTS, NON-MEMBERS AND VISITORS

- **Be a positive role model** and encourage players to play by the rules and participate in sport for their enjoyment
- **Applaud and congratulate** good performance/ efforts from all individuals and teams
- **Promote** the emotional and physical wellbeing of the athletes over winning
- **Learn** the rules of the game and be familiar with relevant policies
- **Show appreciation** and respect for coaches, officials, administrators and volunteers
- **Never ridicule** or yell at a child/adult for making a mistake or not winning



- **Booing**, taunting, refusing to shake hands or using profane language in person/ on the phone/on social media is not acceptable
- **Condemn** the use of violence, verbal abuse or vilification in any form by any participant

(ends)

## DEFINITIONS

Slurs	Making comments that are critical, disrespectful or insulting.
Vilification	Spoken or written words which are rude and intended to offend or hurt someone.
Sledging	Gaining advantage by insulting or verbally intimidating an opponent
Hazing	An activity that allows a team member to be humiliated or abused, regardless of their willingness to participate.
Harassment	Harassment is the offensive treatment of one person by one or more person. It is vindictive, cruel, bullying, malicious or humiliating behaviour. Harassment is often an abuse of power or position, and it can cause stress and anxiety.
Bullying	Bullying is deliberately hurting a specific person either physically, verbally, psychologically or socially. It involves a power imbalance where one person has power or strength over another. It can be done by one person or many people.
Discrimination	When a person is treated differently (not in a good way) because of some part of their identity. E.g. race, sex, sexual orientation religion, cultural background, pregnancy/ maternity or disability. It is against the law.
Code of Conduct	It outlines the behaviours expected within a sporting group. It applies to everyone players, coaches, committee, parents, officials, spectators, children, non-members/visitors.



Child Safety Standards	All organisations in NSW that provide services or facilities for children are required to comply with Child Safe Standards, to ensure that the safety of children is promoted, child abuse is prevented, and allegations of child abuse are properly responded to.
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