



# Ice Hockey New South Wales Harassment and Discrimination Policy

Policy Name: Harassment and Discrimination Policy

Date of  
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Policy Coverage: All participants

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## 1. Introduction

### 1.1. Purpose

- Ice Hockey NSW follows the principles and guidelines set out in the **Ice Hockey Australia National Integrity Framework**, including the **Member Protection Policy**. This framework, developed in collaboration with **Sport Integrity Australia**, ensures a consistent approach to addressing prohibited conduct within the sport of ice hockey. Ice Hockey NSW is committed to upholding the standards of behaviour outlined in this framework and handling any allegations of misconduct swiftly and fairly. This section outlines the procedures for reporting, investigating, and enforcing this policy.
- Ice Hockey New South Wales is committed to providing a safe, respectful, and inclusive environment for all participants involved in the sport of Ice Hockey within our sanctioned events. This Harassment and Discrimination Policy outlines our commitment to preventing, addressing, and responding to all forms of prohibited conduct, including harassment, bullying, discrimination, abuse, and sexual misconduct. The policy applies to all participants, employees, contractors, volunteers, and members of Ice Hockey NSW and aligns with the broader National Integrity Framework established by Ice Hockey Australia and Sport Integrity Australia.

### 1.2. Intent

- Our goal is to ensure that everyone—regardless of their age, race, gender, sexual orientation, disability, or other personal characteristics—can participate in Ice Hockey without fear of unfair treatment, victimisation, or harm. Ice Hockey NSW expects all individuals involved in the sport to uphold the highest standards of conduct, respecting the rights and dignity of others both on and off the ice.
- This policy provides clear guidance on the behaviours that are unacceptable, how to report concerns, and the steps that will be taken to address incidents of harassment, discrimination, or other prohibited conduct. It is our collective responsibility to create and maintain a positive, supportive environment in which all participants can thrive.

## 2. Definitions

*In this policy the following words have the corresponding meaning:*

**Abuse:** The intentional mistreatment or harmful treatment of an individual, often involving physical, emotional, sexual, or psychological harm. Abuse can be a pattern of behaviour that causes distress, injury, or suffering to the victim.

**Administrator:** A person who has a role in the administration, operation, or activity of a Relevant Organisation, including owners, directors, committee members, or other persons responsible for the governance and decision-making processes of the organisation. Administrators are responsible for ensuring all roles within the sport, such as players, coaches, officials, and volunteers, are accessible and inclusive.

**Bullying:** Repeated behaviour that intentionally harms or intimidates another person, either physically, verbally, or psychologically.

*Coach:* A coach is an individual responsible for the development, training, and management of athletes or teams in Ice Hockey. This includes all levels of coaching, whether as a head coach, assistant coach, or bench coach.

*Complaints, Disputes, and Discipline Policy:* The policy adopted by Ice Hockey Australia for the handling and resolution of allegations regarding Prohibited Conduct.

*Discrimination:* 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.

*Discrimination:* Includes both direct and indirect discrimination (either in-person or online), which occurs when a person is treated less favourably or disadvantaged due to a protected characteristic (such as age, disability, race, sex, sexual orientation, or religion).

*Employee:* A person employed by a Relevant Organisation.

*Harassment:* Behaviour towards a person that they do not want and that is offensive, abusive, belittling, or threatening, and is reasonably likely to cause harm to the person who is the subject of the harassment, whether in-person or online.

*Hazing:* Activities that humiliate, abuse, or demean a team member, regardless of their consent or willingness to participate.

*Ice Hockey:* The sport of Ice Hockey, as governed by Ice Hockey New South Wales Ice Hockey Australia and the International Ice Hockey Federation from time to time.

*Ice Hockey Australia's National Sports Integrity Framework:* The Ice Hockey Australia "National Integrity Framework" adopted by a Relevant Organisation from time to time, as developed by Sport Integrity Australia and consisting of the following five policies:

- a) Safeguarding Children and Young People Policy;
- b) Competition Manipulation and Sport Gambling Policy;
- c) Improper Use of Drugs and Medicine Policy;
- d) Member Protection Policy;
- e) Complaints, Disputes and Discipline Policy (the CDDP).

*Ice Hockey New South Wales:* New South Wales Ice Hockey Association Inc., also referred to as IHNSW and Ice Hockey NSW.

*Member:* A member of a Relevant Organisation, including:

*a) Member Organisation:* A company or incorporated association that is a member of Ice Hockey Australia, including each state, territory, and club member.

*b) Individual Member:* An individual registered with a Relevant Organisation.

*c) Non-Members and Visitors:* Individuals who attend Ice Hockey events, activities, or facilities but are not registered as members of the relevant organisation. This includes individuals who may be friends, family members, or casual visitors to events. Non-members and visitors are expected to comply with the same standards of behaviour as members while on the premises or participating in activities.

*Organisation:* A group of individuals working together towards common goals, governed by roles, policies, and procedures. In the context of Ice Hockey NSW, it refers to the governing body and its affiliated clubs.

*Participant:* Includes players, coaches, administrators, officials, support personnel, parents/carers, and spectators, all of whom are subject to the Code of Conduct. This broad category encompasses anyone who plays a role in the organisation or participation in Ice Hockey activities, whether professional or voluntary.

*Policy:* A set of guidelines or principles adopted by a Relevant Organisation to govern the operation, management, and conduct of Ice Hockey activities. Policies ensure consistency, fairness, and transparency, and are designed to uphold the integrity, safety, and well-being of all participants.

*Player:* A person who is registered with or entitled to participate in an Activity, such as training, competitions, or games, either as part of a team or individually. This includes all individuals who engage in Ice Hockey activities under the governance of IHNSW.

*Protected Characteristic:* A personal characteristic, including:

- a) Age
- b) Disability
- c) Race or ethnicity
- d) Sex
- e) Sexual orientation or gender identity
- f) Religion

*Relevant Organisation:* Any organisation involved in the governance, support, or facilitation of Ice Hockey activities, including Ice Hockey Australia, state and territory organisations, clubs, and affiliates.

*Relevant Person:* An individual bound by this policy, which includes players, coaches, officials, volunteers, employees, contractors, and other participants involved in Ice Hockey activities.

*Sexual Misconduct:* Any unwanted sexual behaviour, including sexual harassment, which is any unwelcome sexual behaviour where a reasonable person would anticipate that the person being harassed would feel offended, humiliated, or intimidated; and behaviour that may constitute a sexual offence that is unlawful.

*Spectator:* An individual who attends an Ice Hockey event or activity to watch, support, or enjoy the game. Spectators are expected to show respect for all participants, including players, coaches, and officials, and maintain a positive, supportive atmosphere at all events.

*Victimisation:* The act of treating someone unfairly or causing them harm, usually as a result of them asserting their rights, making a complaint, or standing up against wrongdoing. It involves repeated or ongoing mistreatment or harassment that causes distress, often in retaliation for the individual's actions or position.

*Vilification:* The public act of speaking negatively about an individual or group with the intention of inciting hatred or violence.

*Volunteer:* Any person who engages with a Relevant Organisation in a capacity that is not classified as an employee or contractor. Volunteers may include coaches, officials, administrators, team support personnel, and others who contribute their time and skills for the development of the sport.

### 3. Reporting and Enforcement

#### 3.1. *Reporting of Alleged Prohibited Conduct*

- Reports of alleged prohibited conduct must be submitted in accordance with the Ice Hockey Australia Member Protection Policy.
- All reports should be directed to the appropriate authority based on the type of conduct involved:
  - Harassment, Bullying, Abuse, and Sexual Misconduct: These allegations should be reported to Ice Hockey NSW.
  - Complaints can be lodged in writing through the official Ice Hockey NSW website or by using designated reporting forms available on the platform.
- Discrimination
  - Allegations related to discrimination must be submitted to Sport Integrity Australia, as per the guidelines in the National Integrity Framework. Complaints can be lodged through the [reporting platform](#) provided by Sport Integrity Australia.

#### 3.2. *Anonymity and Confidentiality*

- Individuals are encouraged to identify themselves when reporting prohibited conduct to enable appropriate follow-up and resolution. However, anonymous reports will also be considered.
- All information received will be treated confidentially and shared only as necessary to manage the complaint and in compliance with the Privacy Act 1988 (Cth).
- In cases where criminal conduct is suspected should be reported to law enforcement authorities where the conduct was committed.

#### 3.3. *Investigation Process*

##### 3.3.1. *Initial Assessment*

- Upon receiving a report, Ice Hockey NSW will conduct an initial assessment to determine the nature of the alleged conduct, the parties involved, and the next steps. This assessment may involve:
  - Collecting more details from the complainant, including specific incidents or evidence.
  - Reaching out to the accused party for their account of events.

### 3.3.2. Investigation

- If the initial assessment indicates that the complaint involves prohibited conduct, a formal investigation will be initiated in accordance with the *Ice Hockey Australia Complaints, Disputes, and Discipline Policy*.
- The investigation may include:
  - Interviews with the complainant, the accused, and any relevant witnesses.
  - Collection of evidence (such as communications, photos, or other documentation).
  - A written report detailing the findings of the investigation.
  - The investigation process will be conducted by a designated officer or an independent investigator, ensuring impartiality and fairness.

### 3.3.3. Timeliness of the Process

- Ice Hockey NSW is committed to resolving complaints promptly. The investigation process is typically expected to take no more than *30 days*, although this may vary depending on the complexity of the case.

### 3.3.4. Consequences of Prohibited Conduct

- Upon completion of the investigation, if it is determined that prohibited conduct has occurred, Ice Hockey NSW will take appropriate disciplinary action, which may include:
  - Informal Resolution: In some cases, the matter may be resolved informally through mediation or counselling, subject to mutual agreement between the parties involved.
  - Formal Sanctions: If the conduct is deemed serious, formal sanctions may be applied, such as:
    - Suspension or expulsion from Ice Hockey NSW activities or events.
    - Restrictions on the individual's participation in certain roles (e.g., coaching, officiating).
    - Termination of membership or employment with Ice Hockey NSW.
    - Referral to law enforcement authorities, where applicable.
  - Ongoing Monitoring: In some cases, additional monitoring measures may be implemented to ensure that the individual(s) involved do not reoffend.

### 3.3.5. Victimisation and Retaliation

- Ice Hockey NSW is committed to protecting individuals who report prohibited conduct or cooperate in investigations from victimisation or retaliation.
- Any retaliation, whether in-person or online, will be considered a separate violation of this policy and may result in further disciplinary action.

#### 3.3.6. Appeals Process

- If any party involved in the complaint wishes to appeal the outcome of the investigation or the disciplinary actions taken, they may do so in accordance with the *Ice Hockey NSW Complaints, Disputes, and Discipline Policy*. Appeals must be submitted within *14 days* of receiving the final decision. An independent panel will review the appeal to ensure fairness and transparency in the process.

#### 3.3.7. Compliance with the National Integrity Framework

- In handling complaints, disputes, and disciplinary matters, Ice Hockey NSW adheres to the Ice Hockey Australia National Integrity Framework, which is designed to ensure that all incidents of prohibited conduct are dealt with in a consistent and transparent manner. This framework, which includes the Member Protection Policy, provides guidelines for managing complaints related to abuse, bullying, harassment, sexual misconduct, discrimination, victimisation, and vilification. By following these national standards, Ice Hockey NSW upholds the integrity and safety of all participants in the sport.

#### 3.3.8. Education and Prevention

- To prevent breaches of this policy and promote positive behaviours in the sport, Ice Hockey NSW is committed to implementing an education plan in line with the *Ice Hockey Australia Member Protection Policy*. This will include:
  - Ongoing education about the standards of behaviour expected within Ice Hockey NSW.
  - Training programs for players, coaches, officials, and administrators about the National Integrity Framework and how to identify and report prohibited conduct.
  - Collaboration with Sport Integrity Australia to ensure that all participants are aware of their rights and responsibilities in maintaining a safe and respectful environment.

## 4. Compliance with this Policy

By following the processes outlined above, Ice Hockey NSW ensures that prohibited conduct is addressed in a fair and consistent manner, aligned with the Ice Hockey Australia National Integrity Framework, *and designed to foster a safe and inclusive environment for all participants in the sport.*

*For further information or clarification, please contact IHNSW at:*

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