



Ice Hockey New South Wales Respect and Responsibility Policy

Policy Name: Respect and Responsibility Policy

Date of
Approval: 30/04/2025

Policy Coverage: All participants

Date of Review: 29/04/2027

1 Introduction

IHNSW is committed to fostering an environment of respect, responsibility, and sportsmanship across all levels of the sport. Our policies align with the broader governance standards set by Ice Hockey Australia (IHA) and adhere to the principles outlined in the [National Integrity Framework](#). This ensures that IHNSW operates within a unified, national approach to promoting integrity, safety, and inclusion in the sport. By working in conjunction with IHA policies and the National Integrity Framework, we aim to maintain the integrity of the game and create a positive, respectful experience for players, coaches, managers, referees, and spectators alike.

2 Respect and Behaviour Guidelines

2.1 Interaction with Referees

- 2.1.1 Coaches and Managers are not permitted to approach referees during breaks in matches, except in designated situations such as injury timeouts or emergencies.
- 2.1.2 Referees have the authority to send Coaches and Managers from the bench if their behaviour is deemed inappropriate. Referees may also request the removal of any unruly spectators or parents.
- 2.1.3 Referees are empowered to stop a game in order to deal with inappropriate behaviour or situations that compromise the safety or integrity of the match.
- 2.1.4 Zero tolerance for abuse: Referees have a zero-tolerance policy for any form of abuse (verbal, physical, or otherwise) directed at officials, players, or other stakeholders.

2.2 Communication During Matches

- 2.2.1 Only Captains of teams are authorised to address the referee during a match. All communication should be respectful and constructive.

2.3 Player Safety and Wellbeing

- 2.3.1 Players will wear a 'Respect' patch as part of their uniform. This patch serves as a reminder of the importance of respect for all participants in the game, and also assists in the prevention of injury by promoting safe and respectful play.

2.4 Discipline and Enforcement

- 2.4.1 Any incidents of player misconduct or abuse will be subject to the Tribunal System.
- 2.4.2 The Tribunal will issue automatic suspensions for any form of abuse, including but not limited to verbal or physical assault, discriminatory language, or disruptive behaviour.

2.5 Referee Mentoring and Development

- 2.5.1 A Referee Mentoring and Development System is in place to support the professional growth of referees, ensuring that they continue to improve their skills and maintain the highest standards in officiating.

3 Accreditation and Training Requirements

3.1 Coach Accreditation

- 3.1.1 Coaches must hold valid accreditation to be eligible to coach teams. Accreditation is contingent on active participation in coaching roles.
- 3.1.2 Coaching accreditation becomes void after 1 year of non-participation. To maintain accreditation, coaches must participate in continuous professional development opportunities and meet IHNSW requirements.

3.2 Referee Accreditation

- 3.2.1 Referees are required to upgrade their accreditation every 2 years to remain current in their roles, if there is a change in rules, all referees are required to become re-accredited.
- 3.2.2 For referees officiating at National Tournaments, accreditation renewal is required annually to ensure high standards are maintained.

3.3 Member Protection Officer (MPO) Training

- 3.3.1 IHNSW requires Member Protection Officers to undergo annual training to ensure they are equipped to handle any issues related to player welfare, safeguarding, and misconduct.
- 3.3.2 Training will be offered through the NSW Sports Federation online via playbytherules.net.au.

3.4 Child Safeguarding Officer Training

- 3.4.1 IHNSW requires Child Safeguarding Officers to undergo annual training to ensure they are equipped to handle any issues related to player welfare, safeguarding, and misconduct.
- 3.4.2 Training will be offered through the NSW Office of the Children's Guardian.

4 Code of Conduct Acknowledgement and Agreement

- 4.1.1 All Coaches and Managers must sign a Code of Conduct during registration as either a coach or Non-Playing Official.
- 4.1.2 Senior Players must sign a Code of Conduct during registration to confirm their commitment to upholding the values of the IHNSW.
- 4.1.3 Guardians of Junior Players must sign a Code of Conduct on behalf of the junior player during registration and go through the Code of Conduct with the player to confirm their commitment to upholding the values of the IHNSW.
- 4.1.4 All Active Volunteers and Support Personnel (including parents and guardians who assist with teams) are required to sign a Code of Conduct to promote positive involvement in the sport when registering as a Non-Playing Official.

5 Transparency

5.1 Policy Access and Reporting

5.1.1 All IHNSW policies are publicly available on our website:

www.ihnsw.com.au.

5.1.2 This ensures transparency and easy access to information for members, coaches, players, and other stakeholders.

6 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, based on an attribute or personal characteristic. This includes both direct and indirect discrimination, whether in-person or online, where a person is 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.

Misconduct: Misconduct refers to any behaviour by a participant—whether a player, coach, official, volunteer, or spectator—that violates the values, standards, or expectations set forth by IHNSW and its associated governing bodies. This includes, but is not limited to, actions that:

a) Endanger the safety or well-being of others, including physical, emotional, or psychological harm.

b) Disrupt the integrity of the sport, such as cheating, match-fixing, or unfair conduct.

c) Display disrespectful behaviour towards officials, players, coaches, spectators, or any other stakeholders, including verbal abuse, threats, or harassment.

d) Engage in discriminatory, harassing, or vilifying actions based on race, gender, age, sexual orientation, disability, religion, or any other protected characteristic.

e) Fail to adhere to the rules of the game or the regulations set by IHNSW, including acts of unsportsmanlike conduct or intentional violation of game regulations.

f) Engage in any form of abuse (physical, emotional, or verbal), hazing, or bullying, either in person or online, that causes distress or harm to others.

Misconduct can occur during any ice hockey activity, including practices, games, events, and other related activities, and can result in disciplinary action under the IHNSW Tribunal System.

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.

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 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.

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.

7 Policy Compliance and Enforcement

7.1 Reporting of Alleged Prohibited Conduct

- 7.1.1 Reports of alleged prohibited conduct (appendix 1) must be submitted to the secretary of Ice Hockey New South Wales via eo@ihnsw.com.au.
- 7.1.2 All reporters will be protected by the IHNSW Privacy and Confidentiality Policy.

7.2 Timeliness of Reporting

- 7.2.1 Reports should be made within seven days of the alleged incident to ensure effective investigation and resolution. Delays may hinder the ability to address the issue appropriately.

7.3 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:

Email: eo@ihnsw.com.au

Phone: 02 8736 1206

Mail: PO Box 3266 North Strathfield, NSW 2137

Office: Sports House, Quad 1, 8 Parkview Drive, Sydney Olympic Park, NSW 2127

Website: www.ihnsw.com.au

Appendix 1



Incident Report Form

The completed form should be submitted to eo@ihnsw.com.au.

For incidents involving children, please submit the following report [here](#)

This form must be used to record details of an Incident or Allegation			
Reporter name			
Date of Incident		Site where incident occurred	
Time of Incident			
Type of Incident (tick all that apply):			
<input type="checkbox"/>	Suspicion or allegation of abuse or neglect of client	<input type="checkbox"/>	Serious breach of client confidentiality
<input type="checkbox"/>	Suspicion of potential harm to a client	<input type="checkbox"/>	Serious breach of duty of care
<input type="checkbox"/>	Potential abuse by or criminal matters involving an employee	<input type="checkbox"/>	A complaint
<input type="checkbox"/>	An episode of severe challenging behaviour	<input type="checkbox"/>	A complaint involving legal proceedings
<input type="checkbox"/>	Potential harm to an employee resulting from harassment/bullying	<input type="checkbox"/>	A serious incident as defined in the Incident Management policy

Details of other persons involved	
Alleged offender(s) details	
Name – if known.	
Any other relevant factors	
Were there any other witnesses to the incident? Yes / No (circle)	
If yes, please provide their details below:	
Full Name	
Involvement as witness	
Contact phone number	
Full Name	
Involvement as witness	
Contact phone number	
Full Name	
Involvement as witness	
Contact phone number	



Incident Report Form

Details of incident

(Please describe the incident including alleged perpetrator/s behaviour, sighted injury or other indicators of abuse, conversations with the client)

Action undertaken (if any):

To ensure the safety of client:	
To address the support needs of the client and their family:	
To address the support needs of the alleged perpetrator:	
To address the support needs of other personnel involved:	

Incident response

Please circle who of the following have been informed of this incident:

Externally	Police ♦ Ambulance ♦ Doctor ♦ Other (please specify) ♦ -----
Internally	Manager (please specify): Please note that a Manager must be informed



Incident Report Form

Police			
Date		Time	
Name of person notified		Position	
Department/ region		Contact Detail/s	
Advice provided:			

Next of Kin	
Have they been informed of the incident: Yes No (circle)	
(If appropriate) have they been informed of the authorities being notified: Yes No (circle)	
If yes, please provide relevant details of conversations:	E.g. (information provided, reactions, concerns and admissions)
If no, please explain why	

Please provide details of which manager/s or other personnel have been informed of the incident	
Full name:	
Position / title:	
Date and time informed:	
Full name:	
Position / title:	
Date and time informed:	



Incident Report Form

Additional comments

Acknowledgement of form completion

I have completed this form to the best of my knowledge and ability

Name		Position	
Signed		Date	

Ice Hockey NSW Representative

I have checked that all sections of this form are complete

Name		Position	
Signed		Date	

Privacy Disclaimer: Ice Hockey NSW acknowledges and respects the privacy of all its staff, volunteers, contractors and patrons. The information being collected is for the purposes of obtaining details of and assessing the incident in question. Information disclosed on this form may be passed on to the appropriate authorities, as required. By signing this form, you have consented to this information being collected, used and disclosed for the purposes it intended. You have the right to access and alter personal information concerning yourself in accordance with the Commonwealth Privacy Act (amended 2001) and Ice Hockey NSW Privacy Policy.