



Ice Hockey New South Wales Code of Conduct Policy

Policy Name:	Code of Conduct
Date of Approval:	16 February 2026
Policy Coverage:	Conduct expectations for all participants at Ice Hockey New South Wales sanctioned events
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1. Introduction

- 1.1. *This document outlines the expectations for everyone involved with **Ice Hockey New South Wales (IHNSW)**.*
- 1.2. *All members, including players, coaches, officials, volunteers, and spectators, are expected to behave in a manner consistent with the values and principles of **Ice Hockey Australia's National Sports Integrity Framework Commitment** as well as the **NSW Office of the Children's Guardian Child Safe Standards**.*
- 1.3. *These guidelines aim to ensure a safe, respectful, and inclusive environment for everyone in the sport.*

2. Expected Behaviours for All Participants

2.1. *Love the Game*

- 2.1.1. Participate, play, and watch ice hockey for enjoyment. Treat everyone with respect, showing appreciation for everyone who contributes to the sport, including coaches, managers, officials, and rink staff.

2.2. *Fair Play and Integrity*

- 2.2.1. Be fair, honest, transparent, and show integrity in all actions. Encourage fair play over winning at all costs.

2.3. *Respect and Inclusivity*

- 2.3.1. Treat all participants, regardless of age, race, gender, sexual orientation, disability, or cultural background, with dignity and respect. Ensure everyone has an equal opportunity to be involved in ice hockey.

2.4. *Positive Role Model*

- 2.4.1. Be a positive role model for others. Show care and effort when volunteering with IHNSW. Promote emotional and physical wellbeing over the desire to win.

2.5. *Create a Safe and Welcoming Environment*

- 2.5.1. Support a safe, welcoming, and inclusive environment. Always prioritise the health, welfare, and well-being of participants, especially those who may be injured or unwell.

2.6. *Child Safety and Well-being*

- 2.6.1. Follow all child safety standards (see *Child Safe Standards Policy*) when working with children, ensuring that their safety is paramount. **Report** any suspicions or allegations of child abuse promptly to the appropriate authorities.

2.7. *Support the Integrity of the Sport*

- 2.7.1. Be a person who speaks up against any form of belittling, bullying, harassment, lobbying, abuse, or misconduct. Protect the reputation of the sport and the association by refraining from harmful actions, including substance abuse, match-fixing, or conflicts of interest.

2.8. *Respect Facilities and Equipment*

- 2.8.1. Treat facilities, equipment, and resources provided by rinks and IHNSW with respect.
- 2.8.2. Use rink change-rooms when available for changing before and after games and training for the safety and wellbeing of all individuals using and working at the facilities.

2.8.3. Ensure these spaces are left clean and organised, respecting the comfort and privacy of others using the facilities.

2.9. *Appropriate use of Social Media*

2.9.1. Participants must abide by the Ice Hockey Australia Social Media Policy.

2.10. *Respectful Communication*

2.10.1. All forms of electronic communication (including emails, text messages, social media posts, and other digital platforms) should reflect the same level of respect, integrity, and professionalism expected in face-to-face interactions.

2.11. *Reporting*

2.11.1. Report any breaches of this code to your club or the Ice Hockey New South Wales Secretary.

3. Unacceptable Behaviours

3.1. *Discrimination, Harassment, Bullying, and Abuse in any form including but not limited to:*

3.1.1. Discrimination, harassment, bullying, abuse, child abuse, intimidation, lobbying, hazing, misconduct, sledging, victimisation, vilification, or wilful exposure based on age, race, sex, disability, sexual orientation, gender identity, or religion (in person, via phone, or on social media) is strictly prohibited.

3.2. *Substance Abuse*

3.2.1. **The** use or possession of banned or illegal drugs, alcohol, or tobacco during any IHNSW training, games, or tournaments is prohibited, especially when participants are identifiable by IHNSW jerseys or attire.

3.3. *Violence and Verbal Abuse:*

3.3.1. Any form of violence, verbal abuse, coercion, lobbying, or vilification towards any individual or group within the sport will not be tolerated.

4. When Children Are Involved

4.1. *Inclusion and Safety*

4.1.1. Encourage and support all children to participate in ice hockey, including those from diverse backgrounds, cultures, disabilities, or gender identities.

4.2. *Emotional and Physical Safety*

4.2.1. Support the emotional safety of children and ensure their physical safety, particularly for those who may be vulnerable or at risk.

4.3. *Child Protection*

4.3.1. Adhere to all *Child Safe Standards* and report any concerns or claims of child abuse immediately to both the relevant authorities and IHNSW.

4.4. *Restricted Contact with Children*

4.4.1. Coaches, managers, and volunteers must avoid unauthorised contact with children, either in person or via social media (see *Child Safety Policy*).

Additional behaviours expected from these participants.

5. For Players

5.1. Respect for Officials and Coaches

5.1.1. Players must respect the authority of officials, coaches, and team managers at all times during games and training.

5.2. Expected treatment

5.2.1. Players are to expect to be treated equally and fairly by the coach and team manager

5.3. Fair Play

5.3.1. Players are expected to engage in the sport with respect, refraining from harmful physical or verbal actions towards other participants.

5.4. Junior Travel and Supervision

5.4.1. *Junior players* must follow rules and curfews set by coaches and team managers during team travel.

5.4.2. *Players* must be supervised when in change-rooms, and junior players cannot remain unsupervised in these areas.

5.5. Substance Restrictions

5.5.1. *Junior players* must refrain from the use of drugs, alcohol, and tobacco while participating in any IHNSW sanctioned events.

5.5.2. *Senior players* must also abstain from using these substances while representing IHNSW or wearing team apparel.

5.5.3. *Participants* 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.

6. Change-rooms

6.1. Junior players

6.1.1. 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.

6.2. Parents

6.2.1. May enter to help their own children with ice hockey gear and then are asked to leave prior to the coach team talk.

6.2.2. Are not permitted in the change-rooms of the other team.

6.3. Other participants

6.3.1. Senior players, volunteers, or other participants should not be alone in change-rooms with children (other than their own) under 18 years of age.

7. For Coaches, Officials, and Team Managers

7.1. Qualifications and Screening

- 7.1.1. All coaches and officials must maintain current qualifications and have a valid Working with Children Check.

7.2. Role Models and Leadership

- 7.2.1. Coaches are expected to lead by example, demonstrating positive behaviour both on and off the ice. They must uphold the values of the sport, including integrity, respect, and fair play, and encourage these values in all players. Coaches must recognise their influential role as role models and set the standard for professionalism, sportsmanship, and personal conduct.

7.3. Safety and Fairness

- 7.3.1. Ensure that all equipment, facilities, and programs meet health and safety standards and are suitable for the abilities of all participants. Do not tolerate any ridicule or unnecessary criticism of players.

7.4. Supervision

- 7.4.1. Always ensure that two adults are present when working with children in person or in team individual or group communications.
- 7.4.2. Coaches, officials, and managers must maintain a professional and supportive relationship with all players.
- 7.4.3. Supervise players on the rink (and in the change-room if there are junior players on the team).

7.5. Team Environment

- 7.5.1. Foster a positive and inclusive team culture, where all players feel supported regardless of their skill level or performance.

7.6. Transportation

- 7.6.1. Do not transport members of Ice Hockey NSW after the consumption of alcohol or illegal drugs.

8. For Administrators and Volunteers

8.1. Leadership and Involvement:

- 8.1.1. Administrators should encourage broader participation and leadership within the sport, ensuring all roles—whether as players, coaches, officials, or volunteers—are open and accessible to all.
- 8.1.2. Administrators should lead by example, demonstrating integrity, respect, and a commitment to the core values of the sport, while fostering a culture of inclusivity, accountability, and ethical behaviour whilst continuing to be fair, transparent and at all times respectful.

8.2. Policy Adherence

- 8.2.1. Update and enforce policies to create a safe, fun, and fair environment for all participants. Ensure that all decisions are in line with IHNSW's ethical guidelines and the principles of fairness and inclusion.

8.3. Conflict of Interest Disclosure

- 8.3.1. Administrators must disclose any potential or actual conflict of interest that may affect their role. A conflict of interest arises when personal interests could influence decisions or actions within the organisation.
- 8.3.2. Disclosures must be made promptly to ensure transparency and maintain the integrity of the organisation.
- 8.3.3. Administrators should abstain from decision making when a conflict of interest occurs.

8.4. Rule Adherence

- 8.4.1. Administrators are responsible for ensuring that all activities are conducted in line with the Ice Hockey New South Wales (IHNSW) policies and guidelines.
- 8.4.2. They must refer to the IHNSW Handbook for specific rules and regulations and ensure adherence to the policies outlined for their club.
- 8.4.3. This includes abiding by the governing rules, ethical standards, and safety practices as outlined by both IHNSW and the individual club.

8.5. Policies

- 8.5.1. Ensure policies are created and maintained to ensure Ice Hockey NSW is run in a safe, fun and fair manner.

8.6. Facilities

- 8.6.1. Ensure that the facilities and environment are accessible.

8.7. Support for Safe and Fair Play

- 8.7.1. Administrators are responsible for promoting safe and fair play within their club and across all ice hockey activities. This includes ensuring that all participants have access to the resources they need for safe participation and that all activities comply with health, safety, and child protection standards.

8.8. Conflict Resolution and Accountability

- 8.8.1. Administrators should work to resolve any conflicts within the club or between members in a timely and fair manner, ensuring that the safety and well-being of all participants are always prioritised by using a positive, solution-oriented approach.
- 8.8.2. They should also hold themselves and others accountable for upholding the standards set by IHNSW and their respective clubs.

9. For Spectators, Parents, Non-Members, and Visitors

9.1. Positive Support

- 9.1.1. Spectators and parents must support participants in a respectful and positive manner. Applaud good performance and fair play, regardless of the outcome of the game. The use of violence, verbal abuse, or vilification in any form by any participant is condemned.

9.2. Self-Educate

- 9.2.1. Learn the rules of the game and be familiar with relevant policies.

9.3. Appreciation and Respect for All Participants

9.3.1. Spectators and parents should show appreciation and respect players, coaches, officials, and fellow spectators. Disrespectful behaviour, such as booing, taunting, or using profane language, is not acceptable.

9.4. Assist and Volunteer

9.4.1. Parents and supporters involvement helps create a positive, supportive environment for players and enhances the overall experience for everyone involved. By volunteering and assisting, parents and supporters contribute to a strong, united community that benefits all participants.

9.5. Alcohol and Drug-Free Support

9.5.1. Spectators must refrain from consuming alcohol or illegal substances while at the rink and must respect any regulations regarding these activities.

10. Definitions

10.1. *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.

Belittling: any behaviour, communication, or conduct that demeans, humiliates, mocks, or undermines the dignity, confidence, or self-worth of an individual or group. This includes verbal, written, or non-verbal actions such as insults, sarcasm, ridicule, dismissive comments, public criticism, or minimising a person's contributions, experiences, or concerns. Belittling behaviour may occur in person or through digital or social media platforms and is unacceptable regardless of intent.

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

Change-rooms: Designated areas or rooms where players and officials prepare for Ice Hockey activities, including changing into gear, warming up, and storing personal belongings.

Child Abuse: Any form of mistreatment or harm inflicted upon a child, including physical, emotional, sexual abuse, or neglect, which results in actual or potential harm to the child's health, development, or well-being.

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.

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.

Code of Conduct: The Ice Hockey NSW Code of Conduct or any updated versions as amended from time to time. This Code sets the expectations for ethical behaviour and respect within the Ice Hockey community.

Coercion: any action, behaviour, or communication that seeks to pressure, intimidate, threaten, manipulate, or unduly influence an individual or group to act against their free will, professional judgement, or the rules and policies of Ice Hockey New South Wales. This includes, but is not limited to, the use of threats (explicit or implied), harassment, misuse of authority, emotional pressure, or consequences designed to force agreement, silence dissent, or influence decisions improperly.

Club: Any affiliated club that enters a Player or Team to participate in Ice Hockey NSW Sanctioned events.

Discrimination: Unfair or unequal treatment of a person based on factors such as race, gender, disability, or religion.

Disrespectful Behaviour: Disrespectful behaviour refers to actions, words, or attitudes that show a lack of regard or consideration for others. This includes, but is not limited to, rudeness, condescension, name-calling, mocking, belittling, or any behaviour that undermines the dignity of individuals or groups. Disrespectful behaviour can occur in both verbal and non-verbal forms and is detrimental to the integrity of the sport, the well-being of participants, and the overall environment.

Facilities: The physical venues, equipment, and resources used for the playing, training, and organisation of Ice Hockey activities. This includes rinks, locker rooms, training areas, and any other infrastructure provided for the use of players, coaches, and other participants.

Harassment: Offensive, vindictive, or bullying behaviour intended to humiliate or cause distress.

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

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.

Integrity: The quality of being honest, transparent, and ethical in all actions and decisions related to Ice Hockey. Participants, including athletes, coaches, and officials, are expected to demonstrate integrity by playing fairly, following the rules, and upholding the values of the sport both on and off the ice.

Intimidation: The act of making someone feel fearful, threatened, or coerced through the use of force, power, or aggressive behaviour, with the intent to control, dominate, or harm them. Intimidation can be verbal, physical, or psychological in nature.

Lobbying: any attempt to influence, directly or indirectly, the decisions, actions, or positions of the IHNSW Board, committees, officials, or staff outside of established governance processes. This includes coordinated approaches, repeated communications, or leveraging relationships to obtain a particular outcome, especially where such actions seek to bypass formal decision-making channels, undermine transparency, or place undue pressure on decision-makers.

Manager: An individual who oversees and coordinates the logistical, administrative, and organisational aspects of a team or program. Managers are responsible for ensuring that all activities run smoothly, communicating with players, coaches, and officials, and supporting the operational needs of a team or event.

Misconduct: Any behaviour, language, or actions that violate the standards of respect, integrity, and safety expected within the Ice Hockey NSW community. This includes, but is not limited to, the following types of misconduct:

a) Sexual Misconduct:

Any form of sexual harassment, abuse, or exploitation, including:

- *Unwelcome sexual advances:* Physical or verbal behaviour of a sexual nature that is unwanted or inappropriate.
- *Inappropriate physical contact:* Touching or groping that is not consented to by the person involved.
- *Sexual harassment:* Repeated or unwanted sexual comments, gestures, jokes, or behaviour that creates a hostile environment.
- *Sexual exploitation:* Taking advantage of a person's trust or vulnerability for sexual purposes.
- *Online harassment:* Sending explicit or inappropriate messages, images, or videos via electronic means.
- *Coercion or manipulation:* Forcing or pressuring someone into sexual activity or behaviour.
- *Wilful exposure:* Deliberately exposing one's genitals or engaging in any form of sexual exposure in the presence of others without consent, either in person or via electronic means, creating an uncomfortable or unsafe environment for the targeted individual(s).

b) Verbal Misconduct:

Any form of verbal abuse, discriminatory language, or harmful speech, including:

- *Abusive language*: Using offensive or threatening language that demeans, belittles, or insults others based on their personal characteristics, such as race, gender, sexual orientation, religion, or disability.
- *Bullying*: Repeated verbal attacks, teasing, or humiliating comments aimed at an individual or group.
- *Derogatory or discriminatory remarks*: Using slurs, insults, or offensive terms related to someone's identity or background (including racial, gender-based, or sexual orientation-based slurs).
- *Threatening language*: Making verbal threats to harm or intimidate others in a physical or emotional way.
- *Harassment*: Ongoing verbal interactions that create an intimidating, hostile, or offensive environment for the targeted person or group.
- These types of misconduct are not exhaustive and may include other actions or behaviours that undermine the safety, dignity, and respect of individuals or the community. Any such misconduct is considered unacceptable and will be addressed in accordance with Ice Hockey NSW's policies, with appropriate disciplinary action taken.

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.

Respect: The practice of treating all participants, including players, coaches, officials, administrators, and spectators, with dignity, fairness, and consideration. Respect is fundamental to maintaining a positive environment where all individuals feel valued and included.

Senior: An individual who is 18 years of age or older and participates in Ice Hockey activities, either as a player, coach, official, or volunteer.

Sledging: Insulting or intimidating an opponent to gain an advantage.

Slurs: Making comments that are critical, disrespectful, or insulting.

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.

Team: A group or squad of players, either junior or senior, that are registered with a Relevant Organisation and participate in sanctioned competitions or activities. Teams must foster a culture of respect, inclusion, and sportsmanship, ensuring all members are treated equally and fairly.

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.

11. Reporting and Enforcement

- 11.1. By adhering to these expectations and standards, Ice Hockey New South Wales aims to create a safe, inclusive, and respectful environment for everyone involved in the sport.
- 11.2. Furthermore, no retribitional claims may be made against a claimant for reporting breaches of this Code of Conduct.
- 11.3. Retaliatory actions against individuals who report misconduct or violations in good faith will not be tolerated and may result in further disciplinary action.
- 11.4. This ensures protection for individuals who come forward to report violations, fostering a safe and respectful environment.
- 11.5. If you witness or experience any breaches of this code, please **report** them to your club or directly to the **IHNSW Secretary**.

For further information or clarification, please contact IHNSW at:

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