

CODE OF CONDUCT

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1. Purpose

HA is committed to promoting and strengthening the positive image of hockey and its Participants in Australia and to ensuring that everyone involved with hockey is treated with respect and dignity.

This Code of Conduct aims to ensure that everyone involved in hockey is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct. Schedule 1 to this Code of Conduct also includes “position statements” to outline other forms of conduct that would be considered inappropriate within our sport.

2. Application of Code of Conduct

This Code of Conduct is to be read with the provisions set out in the HA National Integrity Framework (Framework). Capitalised terms not defined in this Code of Conduct are defined terms in the Framework.

National Policy

If anything in this Policy is inconsistent with any Federal, State or Territory law, the relevant Federal, State or Territory law prevails to the extent of the inconsistency.

In Australia, hockey programs, events and activities are implemented and conducted by a number of different hockey organisations across the country. Accordingly, Hockey Australia has developed this Policy to apply to each Australian Hockey Organisation (AHO) as detailed below.

For the purpose of this Policy, each of the following is an AHO:

- (a) **Hockey Australia;**
- (b) **Member Associations**, being the governing body of hockey in each Australian State and Territory known as Hockey ACT, Hockey New South Wales, Hockey NT, Hockey Queensland, Hockey SA, Hockey Tasmania, Hockey Victoria and Hockey WA;
- (c) **Regional Associations**, being those regional or metropolitan Hockey associations which are members of, or affiliated to, a Member Association who have adopted this policy;
- (d) **Affiliated Clubs**, being those Hockey clubs which are a member of or affiliated to a Regional Association and/or Member Association who have adopted this policy.

3. Scope

3.1 To whom the Code of Conduct applies

This Code of Conduct applies to:

- (a) Members;
- (b) Participants; and
- (c) Any other person, including individuals and bodies corporate, who has agreed to be bound by this Code of Conduct.

3.2 When the Code of Conduct applies

- (a) All Relevant Persons must comply with this Code of Conduct (at all times while they are a Relevant Person):
 - (i) in relation to any dealings they have with HA, Member Organisations, Clubs or Authorised Providers or their staff, contractors and representatives;
 - (ii) subject to clause 3.2(b), wherever there is a recognised hockey, HA or Member Organisation, Club or Authorised Provider connection, including participation in programs or events sanctioned by HA and/or Member Organisations, Clubs or Authorised Providers and on social media where there is such a connection;
 - (iii) when dealing in their capacity as a Relevant Person with other Relevant Persons; and
 - (iv) in relation to their membership or standing as a Relevant Person in general.
- (b) The following is not within the scope of this Code of Conduct:
 - (i) interactions (including social media interactions) involving a Relevant Person and another Relevant Person where there is no direct or indirect link between the interaction and any of HA, Member Organisation, Club or Authorised Provider (other than the fact that one or more individuals are Relevant Persons);
 - (ii) where alleged Prohibited Conduct occurs in contravention of this Code of Conduct, any subsequent conduct or interaction(s) that, while related to the original Prohibited Conduct, no longer directly relates to any of HA, a Member Organisation, Club or Authorised Provider (even where such conduct or interaction(s) would otherwise be Prohibited Conduct); and
- (c) Where HA or a Member Organisation (as applicable) determines, in their absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy.

4. Expected Behaviour and Prohibited Conduct

4.1 Expected Behaviour

Relevant Persons must, at all times in the circumstances outlined in clause 3.2:

- (a) act and operate within the rules and spirit of hockey;
- (b) treat all HA, Member Organisations, Club or Authorised Provider representatives, members and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (c) be ethical, considerate, fair and honest in all dealings with other people within or related to HA, Member Organisations, Clubs or Authorised Providers;

- (d) be professional in, and accept responsibility for, their actions;
- (e) act with honesty, integrity and objectivity;
- (f) maintain appropriate, professional relationships with other Relevant Persons at all times;
- (g) not engage in, or encourage, any conduct that is unbecoming of them, HA, Member Organisations, Clubs or Authorised Providers, or is otherwise harmful to the interests of HA, Member Organisations, Clubs or Authorised Providers in any way;
- (h) act with care and diligence to safeguard the health and safety of themselves, HA, Member Organisation, Club or Authorised Provider representatives and members, and ensure their decisions and actions contribute to a safe environment;
- (i) be accountable for their own behaviour and actions;
- (j) provide a safe environment for the conduct of programs and events organised in accordance with any relevant HA, Member Organisation, Club or Authorised Provider policy;
- (k) acknowledge and comply with the Safe Hockey Safe Kids Code set out in Schedule 2;
- (l) respect and protect confidential information obtained through programs and events sanctioned by HA, Member Organisations, Clubs or Authorised Providers, whether regarding individuals or organisational information;
- (m) comply with all reasonable directions of, and accept all decisions of, HA, Member Organisation, Club or Authorised Provider representatives;
- (n) ensure that physical contact with others is objectively appropriate to the situation;
- (o) not display or transmit, or cause to be displayed or transmitted, offensive or inappropriate material or messages;
- (p) not engage in behaviour, including contact via social media or other electronic means, that negatively affects the experience, safety or wellbeing of HA, Member Organisation, Club or Authorised Provider representatives, members, or other patrons, including behaviour that is:
 - (i) offensive or discriminatory;
 - (ii) bullying or harassing;
 - (iii) sexist, racist or homophobic/transphobic
 - (iv) intimidating, threatening or aggressive;
 - (v) drunk and disorderly;
 - (vi) unwelcome or uninvited physical contact;
 - (vii) continued or unreasonable disruption of HA, Member Organisation, Club or Authorised Provider representatives performing their duties; or

- (viii) unlawful or unsafe;
- (q) not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which a hockey event is taking place;
- (r) not behave in a manner that is regarded as physical, emotional, racial, religious or sexual harassment towards HA, Member Organisation, Club or Authorised Provider representatives or members;
- (s) not behave in a manner that is regarded as public or domestic violence;
- (t) not make comments towards HA, Member Organisation, Club or Authorised Provider representatives, whether in person or by email, text, social media, or other means that are (or could reasonably be interpreted as being) threatening, discriminatory, racist, homophobic/transphobic, sexist, bullying, harassment or vilification, or otherwise inappropriate;
- (u) not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which a hockey event is taking place;
- (v) not bully or intimidate HA, Member Organisation, Club or Authorised Provider representatives or members;
- (w) not publish, or encourage the publication of, offensive, hateful or distressing material on social media (such as tweeting or re-tweeting an indecent or offensive comment) in relation to or towards HA, Member Organisation, Club or Authorised Provider representatives or members;
- (x) not be in the possession or under the influence of an illegal or illicit drug, at, in or around a venue at which a hockey event is taking place;
- (y) accept and respect the authority of match officials and must not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards a match official, whether on or off the field of play; or
- (z) assist in any investigation or proceedings instituted following an alleged breach of this Code of Conduct and ensure that they do not provide any inaccurate and/or misleading information during the course of any investigation or proceedings instituted following an alleged breach of this Code of Conduct or in relation to any other disciplinary proceedings.

4.2 Prohibited Conduct

For the purposes of clause 12 of the Framework, a Relevant Person must not, either alone or in conjunction with another or others, breach this Code of Conduct by committing an act or omission in breach of the Relevant Person's obligations under clause 4.1.

5. Complaints and Disputes Policy

Clauses 13, 14 and 15 of the Framework apply to alleged Prohibited Conduct under this Code of Conduct, including in relation to the reporting and investigation of the alleged Prohibited Conduct.

6. Other Obligations

6.1 HA and Member Organisation responsibilities

HA and Member Organisations must:

- (a) publish, distribute and promote this Code of Conduct;
- (b) recognise and enforce any decisions and/or disciplinary measures imposed under this Code of Conduct;
- (c) ensure that a copy of this Code of Conduct is available or accessible to all people and organisations to whom this Code of Conduct applies; and
- (d) monitor and review this Code of Conduct in accordance with clause 6 of the Framework.

6.2 Relevant Person responsibilities

Relevant Persons bound by this Code of Conduct must:

- make themselves aware of the contents of this Code of Conduct;
- comply with all relevant provisions of the Code of Conduct;
- be accountable for their behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this Code of Conduct.

7. Definitions

In this Code of Conduct the following words have the corresponding meaning:

Code of Conduct means this HA Code of Conduct.

Member means a member of HA admitted in any category of membership in accordance with clause 6 of the Hockey Australia Constitution.

Prohibited Conduct means conduct in breach of clause 4.2 of this Code of Conduct.

Relevant Person means any of the persons identified in clause 3.1.

SCHEDULE 1

1. Alcohol

HA and Member Organisations are committed to conducting sporting and social events in a manner that promotes the responsible service and consumption of alcohol. We also recommend that Members follow state legislative requirements and strict guidelines regarding the service and consumption of alcohol.

In general, our policy is that:

- Alcohol should not be available or consumed at sporting events involving children and young people under the age of 18;
- Alcohol-free social events will be provided for young people and families;
- Food and low-alcohol and non-alcoholic drinks will be available at events we hold or endorse where alcohol is served;
- At events held or endorsed by HA and/or Member Organisations where alcohol is served, to ensure appropriate practices are followed a senior staff member will be present;
- Safe transport options will be promoted as part of any event held or endorsed by HA and/or Member Organisations where alcohol is served; and
- HA and Member Organisations recommend that events held or endorsed by a Member(s) where alcohol is served should follow appropriate alcohol management practices, including having a committee/board member or the licensee (if applicable) present.

Further information and guidance for Members is available at <https://goodsports.com.au/>.

2. Smoking

HA and Member Organisations require that the following be applied to sporting and social events that we hold or endorse:

- No smoking shall occur at or near any sporting event or competition involving persons under the age of 18. This policy shall apply to coaches, players, trainers, officials, volunteers and parents;
- Social functions shall be smoke free, with smoking only permitted at designated outdoor smoking areas; and
- Coaches, officials, trainers, volunteers and players will refrain from smoking and remain smoke free while they are involved in an official capacity in our sport both on and off the field.

HA and Member Organisations recommend that all organisations bound by this policy must adhere to the relevant legislation and their respective state and local government regulations in relation to smoking restrictions.

3. Pregnancy

Pregnant women should be treated with respect and any unreasonable barriers to their full participation in our sport should be removed. We will not tolerate any discrimination or harassment against pregnant women.

HA and Member Organisations will take reasonable care to ensure the safety, health and well-being of pregnant women and their unborn children. We will advise pregnant women that there may be risks involved and encourage them to obtain medical advice about those risks. Pregnant women should be aware that their own health and well-being, and that of their unborn children are of utmost importance in their decision-making about the extent they choose to participate in our sport.

We encourage all pregnant women to talk with their medical advisers, make themselves aware of the facts about pregnancy in sport and ensure that they make informed decisions about their participation in our sport. We will only require pregnant women to sign a disclaimer if all other participants are required to sign one in similar circumstances. We will not require women to undertake a pregnancy test. If a pregnant woman feels she has been harassed or discriminated against by another person or organisation bound by this Policy she may make a complaint (see clause 5).

4. Intimate Relationships

HA and Member Organisations understand that consensual intimate relationships, including but not limited to sexual relationships, between coaches or officials and adult athletes may take place legally. However, if an intimate relationship does exist or develop between a coach or official and an adult athlete, that relationship should be managed in an appropriate manner.

Coaches and officials are required to conduct themselves in a professional and appropriate manner in all interactions with athletes. In particular they must ensure that they treat athletes in a respectful and fair manner and they do not engage in sexual harassment, bullying, favouritism or exploitation.

HA and Member Organisations take the position that consensual intimate or sexual relationships between coaches and the adult athletes that they coach, should be avoided as these relationships can have harmful effects on the individual athlete involved, on other athletes and coaches, and hockey's public image. These relationships can also be perceived to be exploitative due to the differences in authority, power, maturity, status, influence and dependence between the coach and the athlete.

If an athlete attempts to initiate an intimate or sexual relationship with a coach, it is the coach's responsibility to discourage the approaches and to explain why such a relationship is not appropriate.

If an intimate or sexual relationship does exist or develop between an adult athlete and coach or official, the coach or official is expected to ensure that the relationship is appropriate and that it does not compromise impartiality, professional standards or the relationship of trust the coach or official has with the athlete and/or other athletes.

In assessing the appropriateness of an intimate or sexual relationship between a coach or official and adult athlete relevant factors include, but are not limited to:

- The relative age and social maturity of the athlete;
- Any potential vulnerability of the athlete;
- Any financial and/or emotional dependence of the athlete on the coach or official;

- The ability of the coach or official to influence the progress, outcomes or progression of the athlete's performance and/or career; and
- The extent of power imbalance between the athlete and coach or official and the likelihood of the relationship having an adverse impact on the athlete and/or other athletes.

It will often be difficult for a coach or official involved in an intimate relationship with an adult athlete to make an objective assessment of its appropriateness and accordingly they are encouraged to seek advice from the HA Integrity Unit to ensure that they have not involved themselves in inappropriate or unprofessional conduct. If it is determined that the intimate or sexual relationship is inappropriate or unprofessional, HA or the Member Organisation may undertake to stop the relationship with the athlete through options such as a transfer, a request for resignation or dismissal from appointed duties.

If a coach, official or athlete believes they are being or have been harassed they are encouraged to seek information and support from the HA Integrity Unit or make a complaint in accordance with clause 5 of this Code of Conduct.

5. Social Media

HA and Member Organisations acknowledge the enormous value of Social Media platforms in promoting and celebrating the achievements and success of the people involved in hockey.

When using the Internet for professional or personal pursuits, all members must respect the HA/Member Organisation brand, the sport of hockey in Australia and comply with this Code of Conduct to ensure HA/Member Organisation's intellectual property and its relationships with sponsors and stakeholders is not compromised, or that the organisation is not brought into disrepute.

Social Media Platforms and networking sites include, but are not limited to:

- Social networking sites such as Facebook and LinkedIn;
- Video and photo sharing websites including Instagram, Flickr, Snapchat, TikTok and YouTube;
- Micro-blogging sites such as Twitter;
- Weblogs, including personal blogs or blogs hosted by traditional media publications;
- Forums and discussion boards;
- Online encyclopaedias such as Wikipedia; and
- Any other website that allows individual users or organisations to use simple publishing tools.

We expect all people bound by this policy to conduct themselves appropriately when using social networking sites to share information related to our sport.

Social media postings, blogs, status updates, tweets and/or text messages:

- Must not contain material which is, or has the potential to be, offensive, aggressive, defamatory, threatening, discriminatory, obscene, profane, harassing, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate;
- Must not be misleading, false or injure the reputation of another person;
- Must not contain material which is in breach of laws, court orders, undertakings or contracts;
- Should respect and maintain the privacy of others;

- Should promote the sport in a positive way.

Due to the immediate nature of this type of communication via mediums such as Facebook, Twitter and SMS and how easily communications can be misunderstood or abused, HA and Member Organisations recommend caution be used to avoid inappropriate use, whether unintentional or due to failure to fully understand the ramifications of your communications.

Please consider refraining from and avoiding:

- Including personal information about yourself or others in posts or text messages;
- Publishing something that makes you the slightest bit uncomfortable- use your best judgement and never write/publish if you are feeling emotional, upset or intoxicated;
- Posting someone else's picture on social network forums unless you have their permission; and
- Commenting on rumours- do not deny or affirm them or speculate about rumours.

SCHEDULE 2

1. Relevant Persons will acknowledge and commit to the following Safe Hockey Safe Kids Code:

I will do what I can to provide a safe, fun and welcoming environment for all children and young people in hockey, free from physical, sexual and emotional abuse or neglect. I will do this by:

- (a) Listening and responding to children and young people, and take what they say seriously.
- (b) Communicating safely and effectively with children and young people, in person and online.
- (c) Having firm boundaries when interacting with children and young people.
- (d) Only engaging in safe and appropriate physical contact with children & young people, putting their safety and wellbeing first.
- (e) Never engaging in any behaviour of a sexual nature, physically, verbally non-verbally, or through online communication.
- (f) Role modelling positive behaviours that prioritise the health and safety of a child or young person in hockey.
- (g) Contributing to a safe and inclusive environment for children and young people from ALL backgrounds and treating everyone fairly.
- (h) Taking any concerns about the safety of a child or young person seriously, and responding in line with policies, procedures, guidelines and the law.

2. Relevant Persons will be required to acknowledge the Safe Hockey Safe Kids Code via their membership registration process and/or sign a full acknowledgement, electronically or in writing, with a copy of their acknowledgement kept on record.

3. Relevant Persons must also undertake appropriate training in relation to the expectations for their role outlined in the Safe Hockey Framework.

Further information on the Safe Hockey Safe Kids Code

For further information on how each of the eight statements apply go to the Safe Behaviours Policy & Procedure. <https://cdn.revolutionise.com.au/cups/hockeyaus/files/3aqsipsearp1inph.pdf>

Coaches & Managers are encouraged to go to the Safe Behaviours Guidelines for Coaches & Managers for more information. <https://cdn.revolutionise.com.au/cups/hockeyaus/files/yukziqmvb8iwix6c.pdf>

Clubs & Associations are encouraged to go to the Safe Behaviours Guidelines for Clubs & Associations for more information. <https://cdn.revolutionise.com.au/cups/hockeyaus/files/xsx74tkisfhojoke.pdf>