



## ICE HOCKEY VICTORIA

- ✓ SUPPORTS KIDS
- ✓ IS SAFE FOR KIDS
- ✓ IS FUN FOR KIDS

### CODES OF CONDUCT FOR PLAYERS, COACHES, MANAGERS, OFFICIALS, SPECTATORS AND PARENTS

#### **PLAYERS:**

##### **I WILL**

- **PLAY** by the rules
- **PARTICIPATE** for my own enjoyment and benefit - not just to please parents and coaches.
- **SHOW** sportsmanship and respect towards all opponents, teammates, spectators, officials, coaches and parents and will never argue with an official.
- **REFRAIN** from any physical or verbal action that may be unsafe while playing ice hockey for Ice Hockey Victoria.
- **RESPECT** the rights, dignity and worth of all participants regardless of their age, gender, ability, cultural background, disability, sexual orientation or religion.
- **RESPECT** the property of others (teammates, hotels, arenas, etc. and will pay for any losses and/or damages that I have caused.
- **REFRAIN FROM THE USE OF :**
  - racial/cultural/religious slurs,
  - abuse,
  - sledging, provoking or vilifying other members
  - hazing
  - bullying and harassment of all participants, volunteers and spectators
- **RESPECT** curfew rules set for the team for any overnight trips and understand that on any trip or tournament I am under the direct responsibility and authority of the coach/manager and will follow all rules and decisions.
- **COMMUNICATE** with my coach/manager during team travel so they know where I am and whom I am with at all times.
- **NOT POSSESS OR USE** illegal drugs, tobacco, and/or alcohol while participating in Ice Hockey Victoria sanctioned trainings, games or overnight trips as a junior player.
- **NOT POSSESS OR USE** illegal drugs and/or alcohol while wearing any clothing/jersey with an Ice Hockey Victoria or Ice Hockey Australia logo as a senior player.
- **EXPECT** to be treated equally and fairly by my coaches and management, without bias and favours.
- **NOT REMAIN** in Ice Hockey change rooms without adult supervision. I will drop my bag and leave the change room immediately. Individual adults should not be alone with children under the age of 18.
- **FOLLOW** Ice Hockey Victoria's policies such as Junior Minor and Major Behaviour Policy, Change room Policy etc.

## **COACHES, OFFICIALS AND TEAM MANAGERS**

### **INTEGRITY**

#### **I WILL**

- **BE HONEST**, fair, respectful, trustworthy, reliable, open and transparent in dealings with others.
- **NOT ENGAGE IN OR ADVOCATE** the possession and use of banned performance enhancing substances or methods, illicit drugs or alcohol while volunteering for IHV and wearing clothing with the IHV /IHA logo.
- **NOT PARTICIPATE IN**, or encourage action that may jeopardise the integrity of IHV including match-fixing, illegal sports betting and other corruption.

### **RESPECT**

#### **I WILL**

- **BE CONSIDERATE**, objective and courteous towards anyone involved with IHV, with proper regard for their rights, dignity and worth
- **BE RESPECTFUL** of cultural, religious and political differences and act in a culturally sensitive way.
- **REFRAIN** from any form of discrimination, harassment, bullying, abuse, child abuse, intimidation, victimisation or vilification of others, including on the basis of age, race, sex, disability, sexuality, gender identity or religion
- **RECOGNISE AND VALUE** the contribution of officials who give up their valuable time to make sport and recreation happen.
- **NOT POST** derogative comments online about players, coaches, team managers, officials and other parents on media such as Facebook, Twitter, and Snap Chat etc.

### **RESPONSIBILITY**

#### **I WILL**

- **BE A POSITIVE ROLE MODEL** by displaying self-control, respect, care and diligence towards all involved in IHV.
- **COMPLY WITH THE CHILD SAFETY STANDARDS** when dealing and interacting with persons under 18 years of age,
- **UNDERSTAND THE POSSIBLE CONSEQUENCES OF** breaching the Codes of Conduct, and **not** immediately reporting any potential breaches to appropriate authorities.

### **FAIRNESS**

#### **I WILL**

- **UNDERSTAND** and play by the rules and spirit of ice hockey.
- **BE INFORMED**, consistent, impartial, just and reasonable in dealings with others.
- **BE A 'GOOD SPORT'** by encouraging and praising fair play over winning at all costs.
- **PROVIDE A 'FAIR GO'** to people of all abilities to be involved in ice hockey and so they can reach their full potential.

### **SAFETY**

#### **I WILL**

- **HAVE APPROPRIATE AND CURRENT COACHING or OFFICIAL QUALIFICATIONS.**
- **PROVIDE A SAFE**, welcoming and inclusive environment that places the health, welfare and well-being of participants above all else.
- **TAKE** all reasonable steps to ensure equipment, facilities and programs meet health and safety standards and are appropriate to the age and ability of participants (**COACHES, OFFICIALS AND TEAM MANAGERS CONTINUED**)

- **BE AWARE** of and support policies and practices in relation to injury management, return to play and child safe standards
- **SHOW CONCERN** towards others who may be sick or injured, and immediately reporting any safety issues to appropriate authorities.
- **HAVE A CURRENT WORKING WITH CHILDREN CHECK**
- **TAKE** all reasonable steps to protect children from child abuse and not disregard any concerns, suspicions or disclosures of child abuse. (e.g. physical, emotional, sexual, neglect)
- **ALWAYS** ensure I have other adults with you when engaging with children.
- **NOT USE** abusive language with children or adults.
- **NOT DEVELOP** “special relationships” with specific children or show favouritism through the provision of gifts or inappropriate attention.
- **SUPERVISE PLAYERS** both on the rink and in the change room (the latter applies to coaches and managers)
- **NOT HAVE UNAUTHORISED CONTACT** with children and young people online, on the phone or in person.
- **NOT TRANSPORT members of Ice Hockey Victoria** if I have consumed alcohol or illegal drugs. (Zero Tolerance)

(Based on the new Fair Play Code released by the Victorian State Government, 2018)

## **PARENTS AND SPECTATORS**

### ***I WILL***

- **REMEMBER** that children participate in sport for their enjoyment
- **APPLAUD AND CONGRATULATE** good performance and efforts - from all individuals and teams regardless of the game’s outcome.
- **BE A POSITIVE ROLE MODEL** and encourage sportsmanship by showing respect and courtesy and by demonstrating positive support for all players, coaches, officials and spectators at every training or game
- **NEVER** ridicule or yell at a child for making a mistake or not winning.
- **PROMOTE THE EMOTIONAL AND PHYSICAL WELL-BEING OF THE ATHLETES** ahead of any personal desire I have for my child or team to win.
- **NOT ENGAGE** in any kind of unsportsmanlike conduct with any official, coach, player or parent such as booing and taunting, refusing to shake hands or using profane language or gestures in person and on social media.
- **CONDEMN** the use of violence, verbal abuse or vilification in any form – regardless of whether it is by spectators, coaches, officials or players.
- **TEACH** my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
- **EXPECT** that my child respects the rights, dignity and worth of every person -regardless of their gender, ability, cultural background, disability or religion.
- **NOT** encourage any behaviours or practices that would endanger the health and wellbeing of the athletes.
- **INFORM** the coach of any medical issue that may affect the safety of my child or the safety of others.
- **LEARN** the rules of the game and be familiar with the relevant policies (e.g. player behaviour policies, change room policy etc.)
- **SHOW APPRECIATION AND RESPECT** for coaches, officials and administrators - remembering they are volunteers. I will be respectful to them in person, on social media or on the phone. **(PARENTS AND SPECTATORS CONTINUED)**

- **RESPECT THE OFFICIALS** and their authority during games and will never question, discuss or confront coaches at the games. If need be, I will set up a time to speak privately with a coach.
- **DEMAND** that playing time will be given to all players but not necessarily in equal proportions. Playing time is the sole decision of the coach and may be influenced by factors other than skill.

## **ADMINISTRATORS**

### **I WILL**

- **INVOLVE** others in planning, leadership, evaluation and decision making related to ice hockey. The more people who contribute, the better the decision making process and structure the organisation so that people can participate in as wide a variety of roles as possible
- **GIVE ALL PEOPLE EQUAL OPPORTUNITIES TO PARTICIPATE** and respect the rights, dignity and worth of every person.
- **CREATE PATHWAYS FOR PEOPLE TO PARTICIPATE** and develop through the sport not just as players but as coaches, referees and administrators.
- **ENSURE** that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of players. **Not every player can play at an elite level. Recognise the needs of all players at various levels and provide facilities and an environment which will allow them to participate.**
- **SET** an example. My behaviour and comments should be positive and supportive.
- **BE CLEAR** that abusing people in any way is unacceptable and will result in disciplinary action.
- **RESPECT** the use of facilities and equipment provided.
- **PROVIDE QUALITY SUPERVISION, INSTRUCTION AND A SAFE ENVIRONMENT FOR ALL PLAYERS.**
- **REMEMBER** that players play for fun and enjoyment and that winning is only part of their motivation.
- **ENSURE** that participants are made to feel welcome whenever they attend for training or a match.
- **NEVER ALLOW** players to ridicule or be ridiculed for making mistakes or losing a competition.
- **HELP COACHES AND OFFICIALS** highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
- **ASSIST** all participants in ice hockey to know and understand the rules. As administrators, I have a role in the education of other participants. I will give a copy of the codes of conduct to spectators, officials, parents, coaches, teachers, players and the media and encourage them to follow it. I have a role as an educator to ensure as many participants as possible, are aware of what is expected of them. The code of conduct is one important way that can fulfil that responsibility.

## **SERIOUS BREACHES OF THE CODE**

Penalties will be issued once the breach has been confirmed by Ice Hockey Victoria Tribunal. The following behaviours are considered **serious breaches** of the code:

- **VIOLENT** or abusive behaviour towards another person.
- **VILIFICATION** of any kind towards another person.
- **DISCRIMINATION** against another person based on their age, gender or sexual orientation.
- **DISCRIMINATION** against another person based on their race, culture, religion or any other irrelevant personal characteristic.
- **SEXUAL HARASSMENT OR INTIMIDATION** of another person.
- **VICTIMISATION** of another person for exercising their rights through the Code of Conduct.
- **FAILURE** to maintain a safe environment.

## **DEFINITIONS**

SLURS	<i>Making comments that are critical , disrespectful or insulting</i>
VILIFICATION	<i>Spoken or written expression which is rude and is intended to offend or hurt</i>
SLEDGING	<i>Gaining advantage by insulting or verbally intimidating the opposition</i>
HAZING	<i>Any activity that allows team members to be humiliated or abused, regardless of their willingness to participate</i>
HARASSMENT	<i>Offensive emotional, physical and/or sexual behaviour that involves discrimination against a person (e.g. in person, in writing or online)</i>
BULLYING	<i><u>Repeated</u> verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear(e.g. in person, in writing or online)</i>

By typing my name in the space below, I am stating that I understand and will abide by the Code of Conduct and also know that there are consequences for violating the behaviours expected in the code.

If a member is under 18, it is expected that their parent/guardian will discuss the Code of Conduct with them and type their child's and their own name below as a witness.

NAME OF MEMBER: \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

(PLEASE PRINT)

Please tick all roles that apply to the person completing this form.

Roles: player\_\_ coach\_\_ manager\_\_ parent\_\_ spectator\_\_ administrator\_\_ official\_\_

DATE: \_\_\_\_/\_\_\_\_/\_\_\_\_

WITNESS (IF UNDER 18) \_\_\_\_\_