

GERALDTON HOCKEY ASSOCIATION

CODE OF CONDUCT

BOARD APPROVED: 7th March 2024

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VERSION: 1.0

COVERAGE: CONDUCT EXPECTATIONS

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1. Introduction

Geraldton Hockey Association (GHA) is committed to promoting and strengthening the positive image of hockey and its participants and to ensuring that everyone involved in hockey is treated with respect and dignity. This Code of Conduct describes expected standards of behaviour and conduct. It aims to ensure everyone involved in the GHA is aware of what is considered unacceptable behaviour and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.

Please note, nothing in this document or any of GHA or Hockey Australia (HA) policies override a law of the Commonwealth, or a state or territory, which take precedence and must be complied with in the first instance.

2. Reporting

All people involved in the GHA are responsible for reporting any breach of the GHA Code of Conduct, Hockey Australia Code of Conduct and Hockey Australia National Integrity Framework to the GHA.

In the event of a breach of conduct, reporting and disciplinary action may be taken in accordance with *by-law 5 – Reportable incidents, misconduct and disciplinary action.*

3. Code Of Conduct

All GHA Participants must:

- A) Act and operate within the rules and spirit of hockey;
- B) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- C) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- D) Maintain appropriate, professional relationships with other Relevant Persons at all times;
- E) Accept and respect the authority of officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an official, whether on or off the field of play;
- F) Treat all GHA representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- G) Act with care and diligence to safeguard the health and safety of themselves, GHA representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- H) Not engage in conduct that is defined as Prohibited Conduct under any policy of the Hockey Australia National Integrity Framework, namely;
 - 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; and
 - e. Complaints, Disputes and Discipline Policy.

- I) Respect and protect confidential information obtained through Activities, whether regarding personal or organisational information;
- J) Not engage in behaviour that is:
 - a. Drunk and disorderly;
 - b. Public or domestic violence;
 - c. Continued or unreasonable disruption of GHA representatives performing their duties; or
 - d. Unlawful or unsafe.
- K) Not undertake any behaviour prohibited by the GHA's entry conditions:
 - a. Conditions of Venue Entry – Accept that by entering the GHA facility you are willing to adhere to GHA Codes of Conduct, Hockey Australia Code of Conduct, Hockey Australia National Integrity Frameworks and the Liquor Act 1988.
- L) Not behave in a manner that creates a public nuisance and/or disturbance within or around GHA;
- M) Comply with all reasonable directions of, and accept all decisions of, representatives of GHA whilst they are undertaking their duties; and
- N) Not be in the possession or under the influence of an illegal drug, at, in or around GHA.

4. Values

GHA members and participants will:

- A) Treat all participants with respect at all times, recognising individual needs and catering to these where possible.
- B) Place the safety and welfare of the participants above all else.
- C) Promote a culture of mutual support between a players, teams, coaches, umpires, Board members, spectators and all other participants.
- D) Respect the rights, dignity and worth of every person regardless of their gender, ability, ethnicity, sexual orientation, age, cultural background or religion.
- E) Be courteous and open to discussion and interaction.
- F) Respect the GHA grounds and leave the area tidy and free from litter.

5. Definitions

In this document, the following words have the corresponding meaning:

Activity means a Hockey match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, which is sanctioned or organised by GHA.

Athlete means a person who is registered, or entitled to participate, in a GHA activity.

Club means any hockey club which is a member of GHA that enters an Athlete or Team to participate in an Activity.

Code of Conduct (Code) means this Code of Conduct.

Geraldton Hockey Association (GHA) means Geraldton Hockey Association, the venue, facilities, its board, clubs and participants.

Hockey means the sport of hockey.

Hockey Australia means Hockey Australia Limited trading as Hockey Australia, the recognised National Sporting Organisation and peak body for the sport of Hockey in Australia.

Member means a member of GHA.

Participant means:

- a) Athletes;
- b) Coaches appointed in a professional or voluntary capacity to train an Athlete or Team in an Activity;
- c) Administrators who have a role in the administration, operation or Activity of GHA, including owners, directors, committee members or other persons;
- d) Officials, including referees, umpires, technical officials, or other officials appointed by GHA, or any league, competition, series, Club or Team sanctioned by GHA;
- e) Support personnel who are appointed in a professional or voluntary capacity by GHA or any league, competition, series, Club or Team sanctioned by GHA;
- f) Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that bind them under a Relevant policy.

Relevant person means any of the following persons:

- a) Individual Member;
- b) Participant;
- c) Employee;
- d) Contractor;
- e) Volunteer; or
- f) Any other individual who has agreed to be bound by this Code.

Team means a collection or squad of Athletes, registered with GHA or entitled to participate in an Activity.

Volunteer means any person engaged by GHA in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel.