

Part B: Codes of Behaviour

HA seeks to provide a safe, fair and inclusive environment for everyone involved in our organization and sport. To achieve this we require certain standards of behaviour by athletes, coaches, officials, administrators, parents/guardians of child participants and spectators.

- Our codes of behaviour are underpinned by the following:
- To act within the rules and spirit of our sport;
- To display respect and courtesy towards everyone involved in our sport and prevent discrimination and harassment;
- To prioritise the safety and well-being of children and young people involved in our sport;
- To encourage and support opportunities for participation in all aspects of our sport.

1. Coaches/ Managers/ Team Officials Code of Behaviour

As a coach, manager or team official selected to represent HA or as/with a Member² in an event that is conducted or sanctioned by HA or a member, you must meet the following requirements with regard to your conduct as follows:

- Treat all players with respect at all times.
- Do not tolerate acts of aggression.
- Make a commitment to providing a quality service to your players. Provide a training program which is planned and sequential. Maintain or improve your current NCAS accreditation, seek continual improvement through performance appraisal and ongoing coach education and be open to other people's opinions. Provide a safe environment for training and competition.
- Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback and enforce that coming first is not always the priority.
- Recognise players' rights to consult with other coaches and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors and physiotherapists). Place the safety and

² As per the Dictionary, this means a State Association, Affiliated Association and/or Affiliated Club.

welfare of the players above all else. Be courteous, respectful and open to discussion and interaction.

- Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
- Determine, in consultation with the player, what information is confidential and respect that confidentiality.
- Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
- Involve the players in decisions that affect them.
- Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players. Recognise individual differences in players and cater to these as best you can.
- Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.
- Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
- Avoid situations with your players that could be construed as compromising.
- Avoid situations that may lead to a conflict of interest.
- Adhere to the HA Anti-Doping Policy.
- Actively discourage the use of performance enhancing drugs, and the use of illegal substances.
- Actively discourage the regular use of alcohol and tobacco.
- Abide by the relevant Child Protection Requirements and Legislation in the State you perform your duties.
- Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players.
- Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules, and behave in a sportsmanlike manner at all times to other coaches, officials, players and spectators.
- Refrain from using obscene, offensive or insulting language and/or making obscene gestures which may insult players, officials or spectators, or any detrimental statements about Officials' performance or decisions.
- Know and abide by rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules.
- During a Tournament, the Tournament Director and/or HA Competitions & Events staff are responsible for ensuring that the Code of Behaviour is met at all times.