

Brisbane Kings Inline Hockey Club



PLAYERS AND PARENTS CODE OF CONDUCT

As a club, we are committed to providing a safe and comfortable environment for all members (parents, players, officials, volunteers etc). We respect and value all that our players, officials and club members bring to the club and therefore encourage all persons to display tolerance, acceptance and respect of each other in all club matters.

Aims of the Code of Conduct

The aims of the BKILHC Codes of Conduct are to:

- ENCOURAGE POSITIVE BEHAVIOURS - the use of good manners and inclusive and supportive behaviours
- DISCOURAGE NEGATIVE BEHAVIOURS - aggressive, threatening or other inappropriate behaviour
- PRESENT CLEAR CONSEQUENCES and a management framework for any Code of Conduct breach

To support the implementation of the BKILHC Codes of Conduct, the following strategies will be implemented:

- Requiring all members, and parents/guardians of players under the age of 18) to accept the appropriate code of conduct when registering themselves or their child
- Ensuring the Code of Conduct is published, made widely available and communicated to all relevant members
- Ensuring the Code of Conduct is supported by clear organisational reporting and response mechanisms to address breaches

Persons covered by this Code of Conduct

This policy covers Brisbane Kings Inline Hockey Club (BKILHC) members, as Players, Parents (of players), Officials (referees, scorers, managers, committee members), and Coaches when they participate and/or attend club events (games, training, competitions or events). The policy covers on and off rink related expectations.

By registering myself as a member in any capacity, including as a player, coach or official (including myself as a parent/guardian when registering any player under 18 years of age), I have read and understand the BKILHC Code of Conduct as outlined below and by registering myself or a minor with BKILHC, I agree to abide by this Code of Conduct.

Reporting a potential breach of the Code of Conduct

Please follow the process outlined in the Issue Escalation Policy.

PLAYERS CODE OF CONDUCT

Encouraging Positive Behaviours

BKILHC would like to inspire positive behaviours in all our junior players. This includes, but is not limited to:

1. Self respect and good self awareness
2. Treat all team mates and other club players equally and with respect
3. Play by the Inline Hockey Australia rules of inline hockey <https://skateaustralia.org.au/wp-content/uploads/2018/03/2018-ILHA-RULE-BOOK.pdf> Train as you play – respect all people on the rink and understand game rules apply at training
4. Be a team player and do your best for the team
5. Display good sportsmanship at all times
6. Demonstrate persistence, don't give up and always try hard
7. Listen to coaches and officials and obey all reasonable requests made of you with good grace
8. Be co-operative with your coach, manager and teammates
9. Keeping penalty minutes to a minimum
10. Older, more experienced and more able players supporting the less experienced with skill development and understanding of the game process
11. Displaying pride in the club, modelling the values of the club and representing the club in a positive way both on and off the rink at all times.

BKILHC will encourage these behaviours in our junior players through the following means:

1. Encourage parents to model appropriate and positive behaviours (through respective Codes of Conduct)
2. Expectation that BKILHC coaches and officials model these behaviours
3. Launch a 'club player of the year' program – when parents, coaches, managers and players see a junior player exhibit these good behaviours, they will be asked to send this feedback into the BKILHC Management Committee. At the end of the season this feedback, coupled with votes from each junior player, and statistics (such as penalty minutes) will be taken into account to recognise and reward the players who have demonstrated the club's values and these positive behaviours.

Discouraging Negative Behaviours

The following behaviours will not be tolerated at BKILHC and include, but are not limited to:

1. Arguing with officials or coaches
2. Using offensive language – including comments to players, coaches or officials or even as an expression of frustration or self-admonishment. This includes racist, sexist, religious or other inappropriate comments
3. Threatening behaviour or physical altercations between players and coaches, officials, spectators or other players
4. Harassing or ridiculing players, officials, referees or coaches
5. Bullying
6. Overly rough or dangerous play – either at training or during games
7. Abuse of equipment – either belonging to you or the club. "Abuse" means to intentionally throw, bang onto the ground, pull apart, rip, snap, tear or cut etc.
8. Abuse of rinks – respect the surface we play on
9. Using social media or other outlets (including but not limited to text message, email, instant messages, phone messages and other website postings) to post inappropriate comments against players, clubs, club officials, match officials that is discriminatory or offensive

Discipline Procedure

If a player breaks the Code of Conduct, as deemed by their coach, game officials, or any other BKILHC official (manager, committee member), the severity of the breach will be considered and appropriate consequences set

A "minor breach" is an incidence where the consequence of the breaking of the code is minimal, but the breaking of the code has occurred in any case

A “major breach” is an incident where the breaking of the code is considered by the coach or BKILHC official supervising and/or observing the player at time of incident to:

- put the reputation of the Club at risk
- put the physical or emotional safety or well-being of other BKILHC players, BKILHC officials, BKILHC members and supporters, opposition or game officials at risk
- have caused any physical damage

Examples of consequences for a breach of the BKILHC Code of Conduct follow:

Severity of breach	Number of occurrences	Example of consequence
Minor / level 1 breach - a breach that causes no physical harm to a player or another person but puts the club in a negative light	1	Verbal warning
	2	Time off in game or training
	3+	Benched for game and/or training
Medium / level 2 breach – involving behaviour that is damaging (physically or emotionally) to another player or person	1	Time off in game or training
	2	Benched for game and/or training
	3+	Benched for multiple games / training
Major / level 3 breach – argumentative, offensive or threatening language or behaviour that may or may not involve physical contact or emotional abuse. Behaviour that puts the clubs reputation, other players or officials at risk.	1	<p>Player benched immediately by their coach, and the matter will be referred to the BKILHC Management Committee. Player banned from games and training until consequences set.</p> <p>BKILHC Management Committee will have a discussion with the player and a parent/ guardian as soon as possible and will meet with coaches and managers to determine consequences.</p>

In each instance, the player’s parents will be advised of the incident.

The examples listed above are just that – examples. Each incident will be considered individually. For any offence, the coaches or other BKILHC officials supervising and/or observing the player at time of incident may enforce a consequence on the player they deem fit, including but not limited to:

1. Making a verbal or written apology
2. Time off during a game
3. “Benching” - players are required to attend their training and games as normal. They will train as normal, but will not participate in the competitive round game.
4. Unable to register with BKILHC for a King of the Rink team
5. Unable to register with a BKILHC team for State Titles
6. Ejection from the club.

The following factors will be taken into consideration when setting consequences:

1. The nature and seriousness of the breach
2. Number of prior occurrences / breaches of the Code of Conduct
3. Attitude of player
4. Other mitigating circumstances.

PARENTS CODE OF CONDUCT

Encouraging Positive Behaviours

BKILHC would like to inspire positive behaviours from all parents and guardians of our junior players. As you know, modelling desirable behaviour is the best way to encourage it in our children. It is suggested you:

1. Treat your child the same irrespective of their result
2. Remember that your child participates in inline hockey for their enjoyment not yours
3. Remain relaxed, calm and positive on the sidelines
4. Make friends with other parents at competitions, from our club / other clubs
5. Let the coach do the coaching
6. Show appreciation for club officials and game officials - remember they are volunteers
7. Applaud good performance and efforts, across all individuals / teams
8. Congratulate all participants - regardless of the game's outcome
9. Send in positive feedback when you see a child (not your own) demonstrate positive behaviours in line with the Players Code of Conduct
10. Let your child know that your love for them is not associated with their sporting performances
11. Emphasise the good things your child did in preparing for and during the match/tournament
12. Ensure you are aware of and follow the correct procedures if you have an issue or complaint – do not perpetuate issues with gossip or general criticism (refer to the Issue Escalation Policy).

Discouraging Negative Behaviours

Negative behaviours will not be tolerated at BKILHC and include, but are not limited to:

1. Arguing with officials or coaches
2. Using offensive language – including comments to players, coaches, officials or other parents. This includes racist, sexist, religious or other inappropriate comments
3. Threatening behaviour or physical altercations between parents and coaches, players, officials, spectators or other parents
4. Harassing, making negative comments or ridiculing players, officials, referees, coaches, spectators or parents
5. Bullying
6. Comparing your child's performances with those of other children in public
7. Putting undue pressure on children, berating them or putting down their performance
8. Drinking alcohol at a game or training and/or being drunk at a game or training
9. Using social media or other outlets (including but not limited to text message, email, instant messages, phone messages and other website postings) to post inappropriate comments against players, clubs, club officials, match officials that is discriminatory or offensive.

Consequences for breach of Code of Conduct

If the BKILHC Management Committee receives feedback or a complaint against a parent with regards to a breach of the BKILHC Code of Conduct the following will take place:

1. The matter will be discussed with the individual concerned
2. Feedback will be sought from other members of the club that witnessed the incident
3. The BKILHC Management Committee will agree a course of action and potential consequence, for example, but not limited to:
 - a. Parent making a verbal or written apology
 - b. Parent banned from the next club game
 - c. Parent banned for a specified number of games
 - d. Benching of child for a specified number of games
 - e. Ejection of child from club
 - f. Removal from position on BKILHC committee or other official roles
 - g. Escalation of issue to Skate Qld and/or Skate Australia

The following factors will be taken into consideration when setting consequences:

1. The nature and seriousness of the breach
2. Number of prior occurrences / breaches of the BKILHC Code of Conduct
3. Other mitigating circumstances