

Brisbane Kings Inline Hockey Club

CODES 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) or Coaches, and also covers Spectators, when they participate and/or attend club events (games, training, competitions or events). The policy covers on and off rink related expectations.

Agreement to abide by the Code of Conduct

A person is taken to have read, understood and agreed to abide by the respective Code of Conduct when:

Code of Conduct	Action that constitutes agreement to abide by
Players	Registration with BKILHC
Parents	A parent/guardian registers a child/player under 18 years of age as a member of the BKILHC
Coaches	Acceptance of coaching position
Managers	Acceptance of manager role
Spectators	Entering Stafford Skate Centre as an observer of a scheduled training session of game

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	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.
		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.

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

COACHES CODE OF CONDUCT

As this is a paid position within Brisbane Kings Inline Hockey Club (BKILHC), the highest level of professionalism is expected of our coaches and BKILHC has been guided by the Skate Australia Coaches Code of Conduct in drafting this policy. As a coach appointed by BKILHC, you must, in your conduct during any activity held or sanctioned by BKILHC:

1. Assist the BKILHC Management Committee with ensuring the club's Players Code of Conduct is managed appropriately.
2. Encourage participants to value their performance, not just results.
3. Never condone rule violations, unfair or unduly rough play.
4. Refrain from 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.
5. Treat all players with respect at all times. Be honest and consistent with them. Honour all promises and commitments, both verbal and written.
6. Provide feedback to players and other athletes in a manner sensitive to their needs. Avoid overly negative feedback.
7. 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 any other condition.
8. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
9. Involve the players in decisions that affect them.
10. Determine, in consultation with players and others, what information is confidential and respect that confidentiality.
11. Encourage players to support and respect one another and to expect respect for their worth as individuals regardless of their level of play.
12. At all times use appropriate training methods, which in the long term will benefit the players and avoid those which could be harmful.
13. Ensure that the tasks/training set are suitable for age, experience, ability and physical and psychological conditions of the players.
14. Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and illegal substances.
15. Respect the fact that your goal as a coach for the player may not always be the same as that of the player. Aim for excellence based upon realistic goals and due consideration for the player's growth and development.
16. Set challenges for each player which are both achievable and motivating.
17. At all times act as a role model that promotes the positive aspects of sport and of the club by maintaining the highest standards of personal conduct and projecting a favourable image of the club and of coaching, at all times.
18. Do not exploit any coaching relationship to further personal, political, or business interests at the expense of the best interests of your players.
19. Respect other coaches and always act in a manner characterised by courtesy and good faith.
20. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
21. Know and abide by Skate Australia Inc. rules, regulations and standards (including the the Skate Australia Coaches Code of Ethics <http://skateaustralia.org.au/wp-content/uploads/2016/02/Coaches-Code-of-Ethics-Feb20161.pdf>), and encourage players to do likewise. Accept both the letter and the spirit of the rules.
22. Be honest and ensure that qualifications are not misrepresented.
23. Be open to other people's opinion and willing to continually learn and develop.

Consequences for breach of Code of Conduct

If the BKILHC Management Committee receives feedback or a complaint against a coach with regards to a breach of the Code of Conduct, the process outlined in the Issue Escalation Policy will be followed and the following will also 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 as they see fit.

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. Other mitigating circumstances.

SPECTATORS CODE OF CONDUCT

This Code of Conduct will be displayed at all Brisbane Kings Inline Hockey Club (BKILHC) home games

Any spectator, by entering the Stafford Skate Centre as an observer of a scheduled BKILHC training session or game, is taken to be bound by this Code of Conduct

Encouraging Positive Behaviours

BKILHC would like to inspire positive behaviours from all spectators. As you know, modelling desirable behaviour is the best way to encourage it in children. It is suggested you:

1. Remain relaxed, calm and positive on the sidelines
2. Let the coach do the coaching
3. Show appreciation for club officials and game officials - remember they are volunteers
4. Applaud good performance and efforts, across all individuals / teams
5. Congratulate all participants - regardless of the game's outcome
6. Send in positive feedback when you see a child not related to you demonstrates positive behaviours

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 spectators or parents and coaches, players, officials, other spectators or other parents
4. Bullying
5. Harassing, making negative comments or ridiculing players, officials, referees, coaches, or other spectators or parents
6. Putting undue pressure on children, berating them or putting down their performance
7. Drinking alcohol at a game or training and/or being drunk at a game or training
8. 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 are discriminatory or offensive

Consequences for breach of Code of Conduct

If the BKILHC Management Committee receives feedback or a complaint against a spectator with regards to a breach of the Code of Conduct:

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. Spectator making a verbal or written apology
 - b. Spectator banned from the next club game
 - c. Spectator banned for a specified number of games
 - d. Reporting of incident to appropriate authorities

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. Other mitigating circumstances

MANAGERS CODE OF CONDUCT

BKILHC would like to inspire positive behaviours from all our managers as they are in contact with the players during games and need to be calm and controlled. Managers also represent the club at games and training sessions and modelling desirable behaviour is the best way to encourage it in our children.

We ask that you:

1. Assist the BKILHC Management Committee with ensuring the club's Players Code of Conduct is managed appropriately.
2. Parents might come to you with issues or complaints - please ensure you are aware of and follow the correct procedures to bring this to the Committee's attention. Do not perpetuate issues with gossip or general criticism (refer to the Issue Escalation Policy).
3. Encourage participants to value their performance, not just results.
4. Never condone rule violations, unfair or unduly rough play.
5. Refrain from 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.
6. Treat all children the same, irrespective of their results.
7. Remember you are not the coach - let the coach do the coaching.
8. Respect assistant coaches and give them space - they are developing. Please give all coaches access to the front of the box so they can open the gates and instruct players. If you are asked to operate the gate by all means please do so but coaches get first preference.
9. Remain relaxed, calm and positive at all times during the game.
10. Applaud good performance and efforts, across all individuals / teams.
11. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
12. If necessary determine, in consultation with players and parents, what information is confidential and respect that confidentiality.
13. Encourage players to support and respect one another and to expect respect for their worth as individuals regardless of their level of play.
14. Respect all coaches, managers and officials and always act in a manner characterised by courtesy and good faith.
15. Do not put undue pressure on children, comparing performances with other children, berating them or putting down their performance.
16. Be open to other people's opinion and willing to continually learn and develop.

Consequences for breach of Code of Conduct

If the BKILHC Management Committee receives feedback or a complaint against a manager 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. Manager making a verbal or written apology
 - b. Removal of parent from role of manager
 - c. Removal from position on BKILHC committee or other official roles
 - d. 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