	WORK HEALTH SAFETY MANAGEMENT SYSTEM			
	Code of Conduct Policy			
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## 1. PURPOSE

This Code of Conduct aims to promote and strengthen the reputation of hockey in NSW by establishing a standard of performance, behaviour and professionalism for its participants and stakeholders. In addition, it seeks to deter conduct that could impair public confidence in the honest and professional conduct of Matches or in the integrity and good character of its participants.

This Code:

- applies to the conduct and behaviour of Hockey NSW, Associations, Competition Administrators, Clubs, Players, Officials and Agents (Members);
- applies to all forms of organised hockey under Hockey NSW's jurisdiction;
- continues to apply to a Member even after that Member's association, registration, employment or engagement has ended, if that Member breached this Code while a current Member; and
- does not limit or restrict the application of Hockey NSW and, in particular, the National Disciplinary Regulations, Member Protection Policy or Anti-Doping Policy.

This Code of Conduct may be supplemented by additional codes of behaviour or ethics, provided that they are not inconsistent with the terms of this Code.


## 2. APPLICATION

### BRINGING THE GAME INTO DISREPUTE

- 2.1.** A Member must not bring Hockey NSW or the game of hockey into disrepute.
- 2.2.** Without limiting the generality of clause 2.1, a Member will be taken as having brought hockey into Disrepute if any of the following occurs:
- 2.2.1.** discriminatory behaviour, including public disparagement of, discrimination against, or vilification of, a person on account of an Attribute;
  - 2.2.2.** harassment, including sexual harassment or any unwelcome sexual conduct which makes a person feel offended, humiliated and/or intimidated where that reaction is reasonable in the circumstances;
  - 2.2.3.** offensive behaviour, including offensive, obscene, provocative or insulting gestures, language or chanting;
  - 2.2.4.** provocation or incitement of hatred or violence;
  - 2.2.5.** spectator or crowd violence;
  - 2.2.6.** intimidation of Match Officials, which may take the form of (but is not restricted to) derogatory or abusive words or gestures toward a Match Official or the use of violence

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or threats to pressure a Match Official to take or omit to take certain action regardless of where such action is taken;

- 2.2.7.** forgery and falsification, including creation of a false document, forgery of a document or signature, the making of a false claim or providing inaccurate or false information on a prescribed form;
- 2.2.8.** corruption, including offering a Benefit or an advantage to a Player or an Official in an attempt to incite him or her to violate Hockey NSW Statutes
- 2.2.9.** abuse of position to obtain personal benefit;
- 2.2.10.** commission or charge of a criminal offence; or
- 2.2.11.** any other conduct, behaviour or statement that materially injures the reputation and goodwill of Hockey NSW or hockey generally.

**2.3.** A Club is deemed to have committed an offence under this section where its crowd or its spectators have engaged in any of the conduct outlined in clause 2.2.

**2.4.** Players and Officials are entitled to have their privacy respected and this Code is not intended to apply to private activities engaged in by a Player or an Official that are not in the public domain.

### **3. LIABILITY FOR SUPPORTER AND SPECTATOR CONDUCT**


- 3.1.** A Club is responsible, and liable, for the conduct and behaviour of its supporters, whether at home or away Matches.
- 3.2.** Each patron at a Match must comply with the Spectator Code of Behaviour. It is the host Club's responsibility to ensure this Spectator Code of Behaviour is implemented and enforced against all spectators.
- 3.3.** A guest Club is liable for improper conduct among its own group of supporters. Supporters occupying the guest sector of a ground or stadium are regarded as the guest Club's supporters, unless proven to the contrary.

### **4. BETTING, MATCH-FIXING AND CORRUPTION**

- 4.1.** A Member must not engage, directly or indirectly, in:
  - 4.1.1.** any bet, wager, gamble or any other form of financial speculation where the relevant person stands to win or gain from the win, draw or loss of any Club competing in a Match;
  - 4.1.2.** the throwing or fixing of a Match; or
  - 4.1.3.** any conduct or behaviour intended to unfairly affect the result of a Match, including accepting or agreeing to accept any Benefit connected with or relating to the ability of

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a Member to exercise control over or influence the outcome of a Match so as to bring about a result other than that which would be achieved in a fair contest between the competing teams.

**4.2. A Player, an Official and an Agent must not:**


- 4.2.1.** accept bribes through the offer, promise or acceptance of any Benefit in return for violating his or her duties; or
  - 4.2.2.** provide for a Benefit any information concerning a Club, its team's actual or likely composition, the form or injuries of Players or possible tactics (other than in connection with a bona fide media interview).
- 4.3.** A person who is under prosecution for action unworthy of a hockey management position (especially doping, corruption, forgery etc) or who has been prosecuted for such action in the last 5 years cannot be involved in hockey management, including as an Official or an Agent.
- 4.4.** A Member must immediately report to Hockey NSW any offer of a bribe or any attempt by a person in breach of this clause 4.

**5. DISPARAGING MEDIA STATEMENTS**

- 5.1.** A Member must not make any statement in public, including any contribution to television, radio or print media that:
- 5.1.1.** is disparaging or derogatory of a Match Official, opposition team or any Player or Official;
  - 5.1.2.** is disparaging or critical of Hockey NSW, or any Hockey NSW Statute or Hockey NSW policy decision, without reasonable basis or justification; or
  - 5.1.3.** comments on any matter the subject of a current hearing.
- 5.2.** Where a statement made by an Official or a Player which, in the absolute opinion of the Hockey NSW, constitutes a breach of clause 5.1, the Club is subject to sanction under this Code, independent of any sanction Hockey NSW has chosen to impose against the Official or Player who made the statement.
- 5.3.** A Member must not make or issue any public or media statement or release that incorporates a reference to Hockey NSW or a Hockey NSW property, without Hockey NSW's prior written consent.

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## 6. NOTICE AND DISCIPLINARY SANCTIONS

**6.1.** A Hockey NSW Administrator may enforce the terms of this Code and invoke sanctions only if it has given the party alleged to have infringed this Code:

- 6.1.1.** reasonable details of the alleged infringement;
- 6.1.2.** notice of possible sanctions; and
- 6.1.3.** the opportunity to be heard in relation to the issues of infringement and sanction.

**6.2.** The imposition of a sanction is immediate or as otherwise notified by the party imposing the sanction.

**6.3.** If a Member disputes the sanction or purported action taken under this Code that party may appeal in accordance with the Grievance Resolution Policy provided that it does so within 7 business days of notice of the sanction.

## 7. DEFINITIONS AND INTERPRETATION

**7.1.** Any terms used but not defined in this Code of Conduct have the meaning given to them in the Law of NSW.

In this Code:

Attribute means race, colour, religion, language, politics, national or ethnic origin, gender, transgender, sexual orientation, age, marital status, pregnancy or intellectual or physical impairment or any other attribute specified under commonwealth or state legislation.

Benefit means money, gift, advantage, consideration or any other benefit or reward, whether in cash or kind.

Club means any club registered with Hockey NSW

## 8. REVIEW

The Policy and Guidelines will be reviewed annually and against related legislative changes.

## 9. REFERENCES

For further information on the Codes of Conduct refer to the Hockey Australia Member Protection Policy.

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