



Codes of Behaviour

The following points highlight the codes of behaviour that must be adhered to by players, coaches, officials, managers, spectators and other Redlands Hockey Association officials who participate in the Redlands Hockey competition and/or are appointed / selected to represent Redlands Hockey Association at Queensland State Championships or similar events sanctioned by Hockey Queensland and Hockey Australia.

Board Members Code of Behaviour

As a board member of RHA you are required to comply with this policy. You must meet the following requirements in regard to your conduct during any activity held or sanctioned by RHA and in any role you hold within RHA.

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings within and on behalf of the RHA.
3. Be professional in, and accept responsibility for your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to, RHA's standards, rules, regulations and policies.
6. Operate within the rules of the sport including local, national and international guidelines which govern RHA.
7. Do not use your involvement with RHA, a member association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of RHA.
8. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment of others.
11. Refrain from any behaviour that may bring RHA or the sport into disrepute.
12. Be a positive role model.
13. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.
14. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Administrators Code of Behaviour
(Co-ordinators, Sub-Committee Members & other Volunteers)

As an administrator of RHA you are required to comply with this policy. You must meet the following requirements in regard to your conduct and in any role you hold within RHA.

1. Involve young people in planning, leadership, evaluation and decision making related to the activity.
2. Give all people equal opportunities to participate.
3. Create pathways for young people to participate in sport not just as a player but as a coach, referee, administrator etc
4. Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
5. Provide quality supervision and instruction for junior players
6. Remember that young people participate for their enjoyment and benefit. Do not over emphasise awards.
7. Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
8. Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
9. Give a code of behaviour sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
10. Remember, you set an example. Your behaviour and comments should be positive and supportive.
11. Support implementation of the RHA Member Protection Policy, the RHA Positive or It's Pointless Policy and the HA Junior Hockey Policy.
12. Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
13. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Player/Athlete Code of Behaviour

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators
2. Do not tolerate acts of aggression, including verbal and physical abuse or sledging.
3. Respect the talent, potential and development of fellow players and competitors
4. Care for and respect the venue and equipment provided to the player as part of the competition and training and development.
5. Be frank and honest with the coach concerning illness and injury and the ability to train fully within the program requirements.
6. At all times avoid intimate relationships with your team officials.
7. Conduct themselves in a professional manner relating to language, temper and punctuality.
8. Maintain high personal behaviour standards at all times
9. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
10. Be honest in the player's attitude and preparation to training. Work equally hard for the player and the team.
11. Co-operate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.
12. Adhere to the Anti-Doping Policy advocated by Redlands Hockey Association.
13. Abide by all relevant policies documented by Redlands Hockey Association in relation to selection.
14. Abstain from the use of tobacco and the consumption of alcoholic beverages whilst in uniform and under the control of the coach and manager.

Coaches Code of Behaviour

The coach's primary role is to facilitate the process of individual development through achievement of athletic potential. This role accepts the athletes' long term interest as of greater importance than short-term athletic considerations. To fulfil this role the coach must behave in an ethical manner respecting the following points:

1. To agree to respect the basic human rights, that is the equal rights, of each athlete under control with no discrimination on the grounds of sex, race, colour, language, religion, national or social origin, association with a national minority, birth or other status.
2. To agree to respect the dignity and recognise the contribution of each individual. To ensure that the practical environment is safe and appropriate, this appropriateness will take into consideration the age, maturity and skill level of the athlete
3. To agree to ensure that the playing venue and all equipment used in the activities, are safe for the users and that the supervision provided for these activities within each session is adequate.
4. To agree to plan sessions adequately and activities within, by using appropriate teaching progressions so as to reduce the risk of possible injury
5. To agree to identify and to evaluate athletes with injuries and incapacities so as the workload and performance expectations are modified accordingly.
6. To agree to warn all athletes under control of the inherent risks of the sport/individual events with continual reinforcement being ongoing so as each athlete appreciates those risks.
7. To agree to evaluate the skill level and experience of each athlete in the group so as mismatching of athletes can be kept to a minimum.
8. To agree to advise all athletes under control the rules of the hockey events so as the athletes respect these rules and the spirit of the rules as they are intended.
9. To agree to respect the image of the coach and to continuously maintain the highest standards of personal conduct reflected in both the manner of appearance and behaviour.
10. To agree not to smoke whilst coaching, nor consume alcoholic beverages so soon before coaching that:
 - the smell of alcohol is still obvious,it affects the competence to coach.
11. To agree that the authority to discipline athletes under control extends only to minor infractions (ie attentiveness) and that any serious disciplinary breach must be referred to Redlands Hockey Association Committee for their attention.
12. To agree to abide by the general rules of the Redlands Hockey Association constitution and by-laws so as not to bring the association into disrepute.

13. To observe all written codes of behaviour as prescribed and produced by Redlands Hockey Association Inc.
14. To beware, understand and follow the rules and responsibilities as for Coaches as prescribed and produced by Redlands Hockey Association Inc.
15. To beware, understand and follow all protective measures as outlined in the policy.

Officials Code of Behaviour
(umpires and other appointed officials)

Officials must meet the following requirements in regard to their conduct during any activity or event to which they have been appointed by Redlands Hockey Association.

1. Treat all players with respect at all times.
2. Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring players play within the rules.
3. Be impartial and maintain integrity in your relationship with players, coaches and other officials and/or volunteers.
4. Avoid situations that may lead to a conflict of interest.
5. Be courteous, respectful and open to discussion and interaction.
6. Be a positive role model in behaviour and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of hockey and officiating at all times.
7. Refrain from any personal abuse towards players.
8. Show concern and caution towards ill and injured athletes. Enforce the blood rule and apply procedures regarding ill or injured players according to the rules.
9. Abstain from the use of tobacco and the consumption of alcoholic beverages when officiating or whilst in uniform.
10. Maintain the fitness level deemed acceptable when the appointment to the tournament was made.
11. Abide by all relevant policies documented by Redlands Hockey Association in relation to the appointment.

Team Officials Code of Behaviour
(Manager and other appointed officials)

Team Officials must meet the following requirements in regard to their conduct during any activity or event to which they have been appointed to by Redlands Hockey Association.

1. Treat all players with respect at all times.
2. Ensure the athlete's time spent with the Officials is a positive experience.
3. Treat each athlete as an individual.
4. Be impartial and maintain integrity in the Officials relationship with other officials, players and coaches.
5. Make a commitment to providing a quality service to your athletes.
6. Avoid situations that may lead to a conflict of interest.
7. Be courteous, respectful and open to discussion and interaction.
8. Provide a safe environment for training and competition.
9. Be a positive role model in behaviour and personal appearance by maintaining the highest standards of personal conduct and projecting a favourable image of hockey and officiating at all times.
10. Refrain from any personal abuse towards players.
11. Show concern and caution towards ill and injured athletes. Enforce the blood rule and apply procedures regarding ill or injured players according to the rules.
12. Abstain from the use of tobacco and the consumption of alcoholic beverages when performing your official duties or whilst in uniform.
13. Abide by all relevant policies documented by Redlands Hockey Association in relation to your appointment.
14. Actively discourage the use of performance enhancing drugs and the use of a consumption of alcohol, tobacco and illegal substances.

Parent/Guardian Code of Behaviour

1. Parents/Guardians shall at all times conform to accepted standards of good sportsmanship and behaviour.
2. Parents/Guardians shall at all times respect officials, coaches and players and extend all courtesies to them.
3. Lead by example and respect all players, coaches, umpires and spectators – physical or verbal abuse will not be tolerated.
4. Respect the umpires' decision. Do not abuse, threaten or intimidate an umpire or match official and do not show dissension, displeasure or disapproval towards an umpire or match official's decision in an abusive or unreasonable fashion.
5. Never publicly criticize umpires – raise personal concerns with club officials in private.
6. Support skilled performances.
7. Show respect for opponents.
8. Display appropriate social behaviour by not using profane, demeaning or derogatory language, or harassing players, coaches, officials or other spectators.
9. Do not throw any object.
10. Barrack in a positive way.
11. Leave the area tidy and free from litter or other mess.
12. Remember that you are there for the participants to enjoy the game.
13. Never ridicule mistakes or losses.
14. Recognise all volunteers who are giving up their valuable time.
15. The umpire may issue a warning to the team captain, of the spectators which are breaking the code of behaviour, to let the spectators know that their team will lose points if they continue to behave in a manner not inline with the code of behaviour.
16. Refrain from any form of personal abuse towards your children and team-mates. This includes verbal, physical and emotional abuse. Be alert to any forms of abuse directed towards you children and team-mates from other sources whilst they are in your care.
17. Refrain from any form of harassment towards your athletes. This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability.
18. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
19. Be a positive role model for your children.

Spectators Code of Behaviour

1. Spectators are an important part of the game and shall at all times conform to accepted standards of good sportsmanship and behaviour.
2. Spectators shall at all times respect officials, coaches and players and extend all courtesies to them.
3. Lead by example and respect all players, coaches, umpires and spectators – physical or verbal abuse will not be tolerated.
4. Respect the umpires' decision. Do not abuse, threaten or intimidate an umpire or match official and do not show dissension, displeasure or disapproval towards an umpire or match official's decision in an abusive or unreasonable fashion.
5. Never publicly criticise umpires – raise personal concerns with club/association officials in private
6. Support skilled performances
7. Show respect for opponents
8. Display appropriate social behaviour by not using profane, demeaning or derogatory language, or harassing players, coaches, officials or other spectators.
9. Do not throw any object.
10. Barrack in a positive way.
11. Leave the area tidy and free from litter or other mess.
12. Remember that you are there for the participants to enjoy the game
13. Never ridicule mistakes or losses – supporters are there to support not downgrade
14. Recognise all volunteers who are giving up their valuable time
15. The umpire may issue a warning to the team captain, of the spectators which are breaking the code of behaviour, to let the spectators know that their team will lose points if they continue to behave in a manner not inline with the code of behaviour.

Selectors Code of Behaviour

The selectors primary role is to facilitate and ensure the best possible group of players are selected to represent Redlands Hockey Association at a State or other endorsed Championship.

To fulfil this role the selector must behave in a professional and ethical manner respecting the following points:

1. To perform the role of selector at all times aiming to select the best possible players available.
2. To agree not to smoke, nor consume alcoholic beverages in the public gaze whilst performing selector duties, such duties are to be determined by the Convenor.
3. To agree to respect the image of the selector and to continually maintain the highest standards of personal conduct reflected in both the manner of appearance and behaviour.
4. To agree that any actual or perceived conflict of interest of a selector means that such selector will withdraw from the discussion where such actual or perceived conflict of interest exists. The selector must declare their actual or perceived conflict at the commencement of Championships to the convenor.
5. To agree to respect the basic human rights, that is the equal rights, of each athlete with no discrimination on the grounds of sex, race, colour, language, religion, national or social origin, association with a national minority, birth or other status
6. To agree to abide by the general rules of the Redlands Hockey Association constitution and policies so as not to bring Redlands Hockey Association into disrepute
7. To observe all written codes of behaviour as prescribed and produced by Redlands Hockey Association Inc.
8. To be aware, understand and follow the roles and responsibilities as for selectors as prescribed and produced by Redlands Hockey Association Inc
9. No selector, other than the convenor is to make any public comment about the selection process or team/squad make up.