



## CODES OF BEHAVIOUR

Every person in Victoria has the right to participate in community sport which is safe, welcoming and inclusive. Equally everyone plays a part in ensuring their actions and behaviours are supportive of these values.

Australians and particularly Victorian's, love their sport, however, this can at times create unpleasant situations. Over-zealous parents, boisterous spectators, opinionated players and quick-tempered coaches may need to be reminded of appropriate behaviour when involved with sport.

The Australian Sports Commission (**ASC**) has developed the *Junior Sport Codes of Behaviour* to remind and encourage all Australians involved in sport, whether they are a player, parent, coach, administrator, official, or spectator to support and nurture all our young players.

Hockey Victoria (**HV**) strongly endorses the *ASC's Junior Sport Codes of Behaviour* and has adapted these Codes to be applicable to all Hockey Victoria Competitions, Events & Programs including:

- HV State Representative Teams
- HV Senior Competition
- HV Junior Competition
- HV Masters Competition
- HV Junior State Championships
- HV Zone Challenge
- HV State Development Program – Tier 6
- HV State Development Program – Tier 5
- HV Summer Competition
- HV Indoor Competition
- HV Development Programs

HV would like to encourage all affiliated associations who administrate their competitions to also endorse and adopt these Codes of Behaviour within their competitions, events and programs.. You can modify the Codes template as required to suit your own needs and circumstances.

HV's Codes of Behaviour should also be read in conjunction with Hockey Australia's (**HA**) *Codes of Behaviour* and the Victorian Government's *Victorian Code of Conduct for Community Sport* which outlines behaviours which are expected to be followed by every person involved in community sport, as well as identifying the behaviours which must not be tolerated.

As a player, parent, coach, administrator, official or spectator in any activity held by or under the auspices of HV or one of HV's Affiliated Clubs or Associations, you must meet the requirements in regard to your conduct during any such activity or event.

An outline of the process and penalty guidelines are listed as part of the Codes of Behaviour.

If you have any queries in relation to Hockey Victoria Codes of Behaviour, please contact the Hockey Victoria office on (03) 8379 4288 or send an email to [admin@hockeyvictoria.org.au](mailto:admin@hockeyvictoria.org.au).

Thank you for your support in creating safe, welcoming and inclusive environments for all people in hockey by encouraging appropriate behaviour at all times.

A handwritten signature in black ink that reads "Andrew Skillern". The signature is written in a cursive, flowing style.

**Andrew Skillern**  
Chief Executive Officer  
Hockey Victoria

# Investigation Process

Hockey Victoria (HV) may investigate any matter which in its opinion is relevant to whether or not a charge of Misconduct ought to be laid. Such investigation may be initiated on the basis of the report of an Accredited Umpire appointed to the match, a complaint by a Club, a report of any other person, or on the basis of any other evidence which in the opinion of HV is credible.

At any time HV may determine whether any charge of Misconduct is to be laid and in relation such charge whether:

- It is to be referred to the Tribunal; or
- It is to be investigated further by HV or person approved by the CEO (refer Rule 12.5.2)
- It is to be dealt with by mediation; or
- It is to be dealt with by any combination of the above, or
- No action is to be taken; or
- It is to be dealt with in any other manner which HV deems appropriate;

and such determination shall be at the absolute discretion of HV and not be capable of review by any party.

# Breaches of Codes of Behaviour

Hockey Victoria (HV) will be enforcing the following penalties on members who have found to have breached the HV Codes of Behaviour.

Level	Behaviour	Penalty Guidelines
1	<ul style="list-style-type: none"> <li>• Verbal abuse or hostility towards any other participant, person or any other member of the public.</li> <li>• Disputing/protesting, reacting in a provocative or disapproving manner in an inappropriate way toward any decision made by an umpire or official.</li> <li>• Charging or advancing towards an umpire or technical official in an aggressive manner when appealing.</li> <li>• Excessive appealing of an umpire's decision.</li> <li>• Throwing a stick or ball at or near a player, umpire or official in an inappropriate and/or dangerous manner.</li> <li>• Inappropriate physical contact between players in the course of play.</li> <li>• Using rude or abusive language, gestures or hand signals gestures which are considered to be obscene, offensive, or insulting.</li> <li>• Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings.</li> <li>• Making public statements which are not fair, constructive or reasonable and involve a personal attack on another player, umpire, appointed official or administrator.</li> </ul>	The penalty for a Level 1 offence shall be an official reprimand and / or a suspension of the individual for a minimum of one match.
2	<ul style="list-style-type: none"> <li>• Threat of assault on an umpire.</li> <li>• Physical assault, without serious injury, of another player, umpire, official or spectator.</li> <li>• Using language or gestures which seriously offends, insults,</li> </ul>	The penalty for a Level 2 offence shall be an official reprimand and / or a suspension of the individual for a minimum of two or more matches.

	<p>intimidates, threatens, disparages or vilifies another person on the basis of that person's race, religion, gender, colour, descent or national or ethnic origin.</p> <ul style="list-style-type: none"> <li>• Recurrent breaches of Level 1 behaviour.</li> </ul>	
3	<ul style="list-style-type: none"> <li>• Any act of violence on the field of play.</li> <li>• Physical assault causing serious bodily injury to another player, umpire, official or spectator.</li> <li>• Recurrent breaches of Level 2 behaviour.</li> </ul>	The penalty for a Level 2 offence shall be an official reprimand and / or a suspension of the individual for a minimum of five matches or more matches.

Any breaches of the codes of behaviour determined by HV's Investigation Panel will be publicised on the HV Website.



## PLAYERS Code of Behaviour

- Play by the rules.
- Never argue with an official. If you disagree, have your captain, coach or manager approach the official during a break or after the competition.
- Control your temper. Verbal abuse of officials, sledging other players or deliberately distracting or provoking an opponent are not acceptable or permitted behaviours in any sport.
- Work equally hard for yourself and/or your team. Your team's performance will benefit and so will you.
- Be a good sport. Applaud all good plays whether they are made by your own team or the opposition.
- Show respect to and acknowledge opponents and officials (e.g. shake hands before and after the game, thanks umpire etc).
- Treat all participants as you like to be treated. Do not bully or take unfair advantage of another competitor.
- Cooperate with your coach, team-mates and opponents. Without them, there would be no competition.
- Participate for your own enjoyment and benefit, not just to please your parents and coaches.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.



## PARENTS Code of Behaviour

- Remember that children participate in sport for their enjoyment, not yours.
- Encourage children to participate, do not force them.
- Focus on your child's efforts and performance rather than whether they win or lose.
- Encourage children to play according to the rules and to settle disagreements without resorting to hostility or violence.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Remember that children learn best by example. Appreciate good performance and skilful plays by all participants.
- Support all efforts to remove verbal and physical abuse from sporting activities.
- Respect officials' decisions and teach children to do likewise.
- Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.



## COACHES Code of Behaviour

- Remember that young people participate for pleasure, and winning is only part of the fun.
- Never ridicule or yell at a child for making a mistake or losing a competition.
- Be reasonable in your demands on players' time, energy and enthusiasm.
- Operate within the rules and spirit of hockey and teach your players to do the same.
- Ensure that the time players spend with you is a positive experience. All young people are deserving of equal attention and opportunities.
- Avoid overplaying the talented players; the 'just average' need and deserve equal time.
- Help each person (player, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and ability of all players.
- Display control, respect and professionalism to all involved with the sport. This includes opponents, coaches, officials, administrators, the media, parents and spectators. Encourage players to do the same.
- Show concern and caution towards sick and injured players. Follow the advice of a physician when determining whether an injured player is ready to recommence training or competition.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of young people.
- Any physical contact with a young person should be appropriate to the situation and necessary for the player's skill development.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.



## ADMINISTRATORS Code of Behaviour

- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired or advantage gained from the position is not used improperly.
- Conduct your responsibilities with due care, competence and diligence.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.
- Involve young people in planning, leadership, evaluation and decision-making related to the activity.
- Give all young people equal opportunities to participate.
- Create pathways for young people to participate in sport, not just as a player but as a coach, referee, administrator, etc.
- Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
- Provide quality supervision and instruction for junior players.
- Remember that young people participate for their enjoyment and benefit. Do not overemphasise awards.
- Help coaches and officials highlight appropriate behavior and skill development, and help improve the standards of coaching and officiating.
- Ensure that everyone involved in junior sport emphasizes fair play, rather than winning at all costs.
- Give a code of behavior sheet to spectators, officials, parents, coaches, players and the media, and encourage them to follow it.
- Remember, you set an example. Your behavior and comments should be positive and supportive.
- Support implementation of the National Junior Sport Policy.
- Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.





## OFFICIALS Code of Behaviour

- Place the safety and welfare of the participants above all else.
- Be consistent and impartial when making decisions.
- Condemn unsporting behaviour and promote respect for all opponents.
- Modify rules and regulations to match the skill levels and needs of young people.
- Compliment and encourage all participants.
- Be consistent, objective and courteous when making decisions.
- Emphasise the spirit of the game rather than the errors.
- Encourage and promote rule changes that will make participation more enjoyable.
- Be a good sport yourself. Actions speak louder than words.
- Keep up to date with the latest trends in officiating and the principles of growth and development of young people.
- Remember, you set an example. Your behavior and comments should be positive and supportive.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.



## MEDIA Code of Behaviour

- Provide coverage of young people's competitive and non-competitive sport as well as reporting adult sport.
- Be aware of the differences among adult sport, professional sport and modified sports programs for young people.
- Do not highlight isolated incidents of inappropriate sporting behavior.
- Focus on a young player's fair play and honest effort.
- Do not place unfair expectations on young people. They are not miniature professionals.
- Describe and report on the problems of young people participating in organised sport.
- Focus on the abilities and not the disabilities of young people.
- Avoid reinforcing stereotypical views on the involvement of boys and girls in particular sports.
- Give equal time and space to reporting boys and girls sports.
- Familiarise yourself with the National Junior Sport Policy.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.



## SPECTATORS Code of Behaviour

- Remember that young people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performances and efforts from all individuals and teams. Congratulate all participants on their performance, regardless of the game's outcome.
- Respect the decisions of officials and teach young people to do the same.
- Never ridicule or scold a young player for making a mistake. Positive comments are motivational.
- Condemn the use of violence in any form, whether it is by spectators, coaches, officials or players.
- Show respect for your team's opponents. Without them, there would be no game.
- Encourage players to follow the rules and the officials' decisions.
- Do not use foul language, sledge or harass players, coaches, officials or other spectators.
- Respect the rights, dignity and worth of all involved in hockey regardless of their age, gender, sexual orientation, ability, race, culture or religion.



# VICTORIAN CODE OF CONDUCT FOR COMMUNITY SPORT

## Introduction

Every person in Victoria has the right to participate in community sport which is safe, welcoming and inclusive. Equally everyone plays a part in ensuring their actions and behaviours are supportive of these values.

The Victorian Government's Respect Agenda is about ensuring that respect for ourselves, others and the community, is at the centre of what it means to be Victorian. As part of this Agenda, the Government is committed to enabling every person, in any capacity, to have the opportunity to participate in community sport without fear of abuse, intimidation and harassment.

State Sporting Associations and clubs also have a responsibility to ensure participation in any community sport event is free of any anti-social behaviour both on and off the field which prevents others from taking part and getting active.

The Victorian Code of Conduct for Community Sport outlines behaviours which are expected to be followed by every person involved in community sport, as well as identifying the behaviours which must not be tolerated.

The Code supports *A Right to Respect: Victoria's Plan to Prevent Violence Against Women* by taking a zero tolerance stance towards violence against women. The Code also aims to encourage cultural and behavioural change to prevent it happening in the first place.

Acts of violence, discrimination and vilification are illegal acts within Victoria. It is a club's responsibility to not only report these to the appropriate legal authorities but to ensure these acts are not tolerated by the sport or club.

State Sporting Associations and clubs will have the responsibility of adhering to and enforcing the code through sport specific penalties. State Sporting Associations and clubs who don't adhere to and enforce the Code will not be eligible for funding from Sport and Recreation Victoria, and any existing funding will cease.

The Code provides the opportunity to make a positive impact on community participation in sport and recreation by encouraging appropriate behaviour at all times. Implementation of the Code will ensure that community sport remains safe and inclusive for all.

## **Code of Conduct**

Every person: spectator, player, club member, official, participant, administrator, coach, parent or member of the community involved with the sport, should work to ensure:

- inclusion of every person regardless of their age, gender or sexual orientation
- inclusion of every person regardless of their race, culture or religion
- opportunities for people of all abilities to participate in the sport and develop to their full potential
- respect is shown towards others, the club and the broader community
- a safe and inclusive environment for all
- elimination of violent and abusive behaviour
- protection from sexual harassment or intimidation.

This Code applies to community sport, training and club sanctioned activities.

## **Breaches of the Code**

Penalties will be issued once the breach has been confirmed through an appropriate assessment process by the relevant State Sporting Association or club. The following behaviours are considered breaches of the Code:

- Violent or abusive behaviour towards another person.
- Vilification of any kind towards another person.
- Discrimination against another person based on their age, gender or sexual orientation.
- Discrimination against another person based on their race, culture, religion or any other irrelevant personal characteristic.
- Sexual harassment or intimidation of another person.
- Victimisation of another person for exercising their rights through the Code of Conduct.
- Failure to maintain a safe environment.

## **State Sporting Association Responsibility**

The responsibility of Hockey Victoria through the Code of Conduct is to:

- promote the Code of Conduct to all persons involved in the sport or club
- ensure reporting and assessment processes are in place to identify and penalise breaches of the Code
- report on the implementation of the Code to the State Government on an annual basis
- ensure that every person involved in the sport is able to exercise their rights without fear of victimisation.

## **Implementation of the Code**

In 2010, all State Sporting Associations (SSAs) will be required to sign onto the Code and pledge their support by confirming the following actions:

- Ensure all components of the Code are included in an existing SSA code or through the creation of a new code for the SSA.
- Develop appropriate reporting and assessment processes for issuing penalties for breaches of the Code.
- Identify what penalties they will put in place for any breaches of the Code.

- Inform all affiliated clubs of their obligations under the Code, their expectations for reporting, assessing and acting upon breaches.

Any SSA or club applying for funding through Sport and Recreation Victoria (SRV) from 2010/11 will need to demonstrate their adherence and enforcement of the Code in order to be eligible for funding.

SSA's and clubs who don't adhere to and enforce the Code will not be eligible for funding through any SRV grants programs.

Councils applying for funding from SRV, must ensure that sporting associations and clubs who are tenants at the site of the project are enforcing the code.

Sports Associations and clubs not aligned to an SSA will still be required to adhere to and enforce the Code in order to be eligible for funding from Sport and Recreation Victoria, if not any existing funding will cease.

## **Definitions**

**Person:** spectator, player, official, club member, participant, administrator, coach, parent or member of the community involved with the sport.

**State Sporting Association:** the peak body for a particular sport in the state and affiliated with its National Sporting Organisation. The SSA is responsible for the development of the sport and the management and communication of the sport's rules and regulations to its affiliated clubs and members.