



Hockey Queensland Inc  
*incorporating the*  
State Hockey Centre

# CODES OF BEHAVIOUR

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

*In addition there is a code of behaviour for spectators who are attending a National Championships or similar events sanctioned by Hockey Australia or a State Championship or similar event sanctioned by Hockey Queensland.*

*Please note the said codes of behaviour are also applicable for players, coaches and managers attending Hockey Queensland State Championships as well as Hockey Queensland officials appointed to officiate at Hockey Queensland State Championships.*

*Codes of Behaviour listed below...*

- *Officials*
- *Team Officials*
- *Spectators*
- *Players*
- *Coaches*
- *Selectors*

## **Officials Code of Conduct**

**(Umpires, tournament directors and other appointed officials)**

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

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 other officials, players and coaches.
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. Adhere to the Anti-Doping Policy advocated by Hockey Queensland.
11. Maintain the fitness level deemed acceptable when the appointment to the tournament was made.
12. Abide by all relevant policies documented by Hockey Queensland in relation to the appointment.

**END.**

## **Team Officials Code of Conduct** (Manager and other appointed officials)

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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 Hockey Queensland.

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. Adhere to the Anti-Doping Policy advocated by Hockey Queensland.
14. Abide by all relevant policies documented by Hockey Queensland in relation to your appointment.
15. Actively discourage the use of performance enhancing drugs and consumption of alcohol, tobacco and illegal substances.

**END.**

## Spectators Code of Conduct

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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 tide 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.

**END.**

## Players Code of Conduct

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1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators
2. Do not tolerate acts of aggression
3. Respect the talent, potential and development of fellow players and competitors
4. Care for and respect the equipment provided to the player as part of their programme.
5. Be frank and honest with the coach concerning illness and injury and the ability to train fully within the programme 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 programmes to adequately prepare you for competition at the highest level.
12. Adhere to the Anti-Doping Policy advocated by Hockey Queensland.
13. Abide by all relevant policies documented by Hockey Queensland 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.

**END.**

## Coaches Code of Conduct

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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 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:
  - a. the smell of alcohol is still obvious,
  - b. 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 Hockey Queensland Management for their attention.
12. To agree to abide by the general rules of the Hockey Queensland constitution and by-laws so as not to bring the association into disrepute.
13. To agree to abide by the general rules outlined in the State Coaches Contract.
14. To observe all written codes of behaviour as prescribed and produced by Hockey Queensland Inc.
15. To beware, understand and follow the rules and responsibilities as for Coaches as prescribed and produced by Hockey Queensland Inc.
16. To beware, understand and follow all protective measures as outlined in the policy.

END.

## Selectors Code of Conduct

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The selectors primary role is to facilitate, monitor, view and process players at a State Championship & at other times as determined by the Convenor or Chair of the Coaching & Development Committee ensuring the best possible group of players are selected to represent Hockey Queensland at a National 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 Hockey Queensland constitution and policies so as not to bring Hockey Queensland into disrepute
7. To observe all written codes of behaviour as prescribed and produced by Hockey Queensland Inc.
8. To be aware, understand and follow the roles and responsibilities as for selectors as prescribed and produced by Hockey Queensland Inc
9. No selector, other than the convenor is to make any public comment about the selection process or team/squad make up.

### Guidelines for Selectors

Individuals who are approved to be Hockey Queensland selectors have the responsibility to perform their duties professionally and effectively.

Hockey Queensland understands that the duties of the selectors are performed on an honorary basis with accommodation and travel (where applicable) costs being paid by Hockey Queensland. Selectors are required to perform their selector duties during all schedule matches of a State Championship & at other times as determined by the convenor or Coaching & Development Committee Chair.

However it is incumbent upon the selectors and their appointed convenor to efficiently view all games ensuring the best possible squad/team is selected. This does not mean all selectors must see all matches. It is important for selectors to have down time. Therefore the convenor is to coordinate viewing of games by one or more selectors.

The number of players who are to be selected in squads/teams including shadows and talent identification players will be confirmed prior to each State Championship.

The squad and/or team will be announced as follows:

- U13,U15 and U18 at the completion of Championships by the convenor of the selectors
- U21, Country and Open on the first working day after the Championships via the Hockey Queensland website.

The convenor must be available to provide constructive feedback to all players selected or not selected into squads and/or teams. Such discussions or communication which may involve the player's parents or coaches should be held in private.

All selectors must abide by the Hockey Queensland code of conduct.

Selectors may consume alcoholic beverages (responsibly) on any scheduled day of the State Championships only after completing their selector duties. **END.**