



WORK HEALTH SAFETY MANAGEMENT SYSTEM

Code of Conduct Policy

Issued by: **WHS**

Effective Date: 1 Oct 13

Rev: **A**

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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 all 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 of Conduct:

- 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 to have brought the game of hockey into disrepute, if the Member engages or participates in any of the following conduct:
 - 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 all 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;

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- 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 or threats to pressure a Match Official to take or omit to take certain action regardless of whether or not such action is taken;
 - 2.2.7. forgery or falsification, including forgery of a document or signature, creation of a false document, making of a false claim or provision of 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 or encourage him or her to violate Hockey NSW Statutes
 - 2.2.9. abuse of position to obtain a 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 or damages the reputation or goodwill of Hockey NSW or the game of 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 outside of the venue of a match or activity sanctioned or staged by, or held under the auspices of, FIH or an affiliated Association or Club or its surrounds, and that are otherwise 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 clause 2 of this Code of Conduct (**Spectator Code Provisions**) . It is the host Club’s responsibility to ensure that the Spectator Code Provisions-are implemented and enforced against all spectators.
- 3.3. A guest Club is liable for improper conduct, including conduct in breach of the Spectator Code Provisions, 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 or participate, directly or indirectly, in:

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- 4.1.1.** any bet, wager, gamble or any other form of financial speculation where the relevant person stands to, or procure that any other person or persons, win or gain, or share in winning or gaining, 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 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 conduct or action unworthy of a hockey management position (including but not limited to doping, corruption, forgery and similar conduct), or who has been prosecuted for such action or conduct in the last 5 years, cannot be involved in management of any nature in the game of hockey , 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 to bribe 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 but not limited to any statement on, or contribution to, television, radio, print or social 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 to which Hockey NSW is a party, or in respect of which a Hockey NSW Administrator is in the process of taking enforce steps, or invoking sanctions, under this Code of Conduct.

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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.

6. NOTICE AND DISCIPLINARY SANCTIONS

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

6.1.1. reasonable details of the alleged infringement;

6.1.2. notice of possible sanctions for the alleged infringement; and

6.1.3. the opportunity to be heard in relation to the alleged infringement and such possible sanctions.

6.2. The imposition of a sanction under this Code of Conduct is immediate or as otherwise notified by the party imposing the sanction.

6.3. If a Member disputes a sanction imposed, or other enforcement action taken, under this Code of Conduct 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.

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Club means any club registered with Hockey NSW

3. REVIEW

This Code of Conduct will be reviewed annually and against related legislative changes.

4. REFERENCES

None

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