

MEMORANDUM

To: All Club Presidents and Match Officials
From: Chief Executive Officer
Date: 17 June 2010
Subject: Misconduct of Club Officials and Players

Having received several reports of abuse towards umpires from club personnel in recent weeks, we thought it would be quite timely to remind teams of the penalties associated with this type of behaviour.

The captain is responsible for the actions of players and officials of their team and as a result, umpires have the power to temporarily suspend the captain for indiscretions by anyone on the team bench and/or listed on the match report sheet.

Furthermore, Rule 9 in each of the Hockey WA League Rules outlines penalties for Misconduct and that a game may be suspended in the event of excessive harassment of an official by a coach or club official with the matter referred to the Protests and Disputes Tribunal.

Whilst it is not in the best interests of the game for either of these penalties to be enforced, the image of the game and of the participants is much worse when this behaviour occurs. Umpires have therefore been directed to punish any form of abuse directed towards officials in the manner outlined above.

Attached on the following pages are the Codes of Conduct that have been adopted by Hockey Australia and Hockey WA. It would be appreciated if you could communicate these to your club members and players.

Kind Regards

Kevin Knapp

PART D: Role Specific Codes of Behaviour

Attachment D1: Coaches/ Managers/ Team Officials Code of Behaviour

Attachment D2: Official Code of Behaviour

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Attachment D1: Coaches/ Managers/ Team Officials Code of Behaviour

As a coach, manager or team official selected to represent HA, SA, AA or AC in an event that is conducted or sanctioned by HA, SA, AA or AC, you must meet the following requirements with regard to your conduct.

1. Treat all players with respect at all times.
1. Behave in a sportsmanlike manner at all times to other coaches, officials, players and spectators.
1. Place the safety and welfare of the players above all else.
1. Avoid situations that may lead to a conflict of interest.
1. Be courteous, respectful and open to discussion and interaction.
1. Make no detrimental statements in public in respect of the performance of any match officials or umpires.
1. Promote a climate of mutual support amongst the players. Encourage players to respect one another and their worth within the team.
1. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
1. Determine, in consultation with the player, what information is confidential and respect that confidentiality.
1. Avoid situations with your players that could be construed as compromising.
1. Adhere to the Anti-Doping Policy advocated by HA.
1. Provide a safe environment for training and competition.
1. Recognise individual differences in players and cater to these as best you can.
1. Make a commitment to providing a quality service to your players. Provide a training program which is planned and sequential. Maintain or improve your current NCAS accreditation, seek continual improvement through performance appraisal and ongoing coach education and be open to other people's opinions.
1. Refrain from using obscene, offensive or insulting language and/or making obscene gestures which may insult players, officials or spectators.
1. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

The Tournament Director and/ or Event Coordinator are responsible for ensuring that the Code of Conduct is met at all times.

Attachment D2: Official Code of Behaviour

As an Official of HA, SA, AA or AC 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 HA, a member association or an affiliated club and in your role as an Official held HA, SA, AA or AC:

1. Treat all players with respect at all times.
1. Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring players play within the rules.
1. Be impartial and maintain integrity in your relationship with other officials, players and coaches.
1. Avoid situations that may lead to a conflict of interest.
1. Not be in a position of individual and unsupervised contact with players under 18 years of age.
1. Be courteous, respectful and open to discussion and interaction.
1. 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.
1. Refrain from any personal abuse towards players.
1. 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.
1. Abstain from the use of tobacco and the consumption of alcoholic beverages when officiating or whilst in uniform.
1. Adhere to the Anti-Doping Policy advocated by HA.
1. Make no public comments or media announcements without prior approval from your Tournament Director or Umpire's Manager.
1. Umpires – Wear only the official uniform supplied by HA when umpiring at the tournament.
1. Maintain the fitness level deemed acceptable when your appointment to the tournament was made.
1. Abide by all relevant policies documented by HA in relation to your appointment at a HA sanctioned event.
1. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Attachment D3: Player/Athlete Code of Behaviour

As a player of HA, SA, AA or AC 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 HA, SA, AA or AC.

1. Behave in a sporting manner at all times to all players, officials and spectators.
1. Don't make detrimental statements in respect of the performance of any match officials or umpires.
1. Play by the rules at all times and ensure that the game of hockey is not brought into disrepute by your actions.
1. Do not engage in inappropriate and/or physical contact with players or officials during the course of play.
1. Accept responsibility for all actions taken. Exercise reasonable care to prevent injury by ensuring that you play within the rules. Reasonable care consists of showing due diligence in abiding by the rules and adhering to the officials decisions.
1. Adhere to the Anti-Doping Policy advocated by HA.
1. Do not bet on the outcome or on any other aspect of a hockey match or competition.
1. Do not try to achieve a contrived outcome to a match or competition, or otherwise improperly influence the outcome or any other aspect of a match or a competition.
1. Do not show unnecessary obvious dissension, displeasure or disapproval (by action or verbal abuse) towards an umpire or match official as a consequence of his or her decision or generally.
1. Abstain from the use of tobacco and the consumption of alcoholic beverages while in the playing/representative uniform.
1. Adhere to HA racial and sexual vilification policy.
1. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
1. Don't do anything which adversely affects or reflects on or discredits the game of hockey, HA, any SA, or any squad, team, competition, tournament, sponsor, official supplier or licensee, including, but not limited to, any illegal act or any act of dishonesty or fraud.
1. Refrain from using obscene, offensive or insulting language and/or making obscene gestures which may insult other players, officials or spectators.

The Tournament Director and/or Event Coordinator are responsible for ensuring that the Code of Conduct is met at all times.

Attachment D4: Administrator Code of Behaviour

As an administrator of HA, SA, AA or AC 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 HA, SA, AA or AC.

10. Involve young people in planning, leadership, evaluation and decision making related to the activity.
10. Give all people equal opportunities to participate.
10. Create pathways for young people to participate in sport not just as a player but as a coach, referee, administrator etc
10. Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
10. Provide quality supervision and instruction for junior players
10. Remember that young people participate for their enjoyment and benefit. Do not over emphasise awards.
10. Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
10. Ensure that everyone involved in junior sport emphasises fair play, and not winning at all costs.
10. 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.
10. Support implementation of the Junior Hockey Policy.
10. Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
10. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Attachment D5: Board Member Code of Behaviour

As a board member of HA, an SA,, an AA or an AC 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 HA, SA, AA or AC and in any role you hold within HA, SA, AA or AC:

9. Respect the rights, dignity and worth of others.
9. Be fair, considerate and honest in all dealing.
9. Be professional in, and accept responsibility for, your actions.
9. Make a commitment to providing quality service.
9. Be aware of, and maintain an uncompromising adherence to, HA's standards, rules, regulations and policies.
9. Operate within the rules of the sport including national and international guidelines which govern HA, SA, AA or AC.
9. Do not use your involvement with HA, a member association or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of HA, SA, AA or AC.
9. 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.
9. Refrain from any form of harassment of others.
9. Refrain from any behaviour that may bring HA, SA, AA or AC into disrepute.
9. Be a positive role model.
9. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.
9. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

Attachment D6: Parent/Guardian Code of Behaviour

0. Parents/Guardians shall at all times conform to accepted standards of good sportsmanship and behaviour.
0. Parents/Guardians shall at all times respect officials, coaches and players and extend all courtesies to them.
0. Lead by example and respect all players, coaches, umpires and spectators – physical or verbal abuse will not be tolerated.
0. 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.
0. Never publicly criticize umpires – raise personal concerns with club officials in private.
0. Support skilled performances.
0. Show respect for opponents.
0. Display appropriate social behaviour by not using profane, demeaning or derogatory language, or harassing players, coaches, officials or other spectators.
0. Do not throw any object.
0. Barrack in a positive way.
0. Leave the area tidy and free from litter or other mess.
0. Remember that you are there for the participants to enjoy the game.
0. Never ridicule mistakes or losses.
0. Recognise all volunteers who are giving up their valuable time.
0. 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.
0. 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.
0. Refrain from any form of harassment towards your athletes. This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability.
0. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
0. Be a positive role model for your children.

Attachment D7: Spectator Code of Behaviour

As a spectator watching an event that is conducted or sanctioned by HA, you must meet the following requirements with regard to your conduct.

1. Spectators are an important part of the game and shall at all times conform to accepted standards of good sportsmanship and behaviour.
1. Spectators shall at all times respect officials, coaches and players and extend all courtesies to them.
1. Lead by example and respect all players, coaches, umpires and fellow spectators – physical or verbal abuse will not be tolerated.
1. 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.
1. Support skilled performances and show respect for opposition teams and players.
1. Display appropriate social behaviour by not using profane, demeaning or derogatory language, or harassing players, coaches, officials or other spectators.
1. Leave the spectator area tidy and free from litter.
1. Do not ridicule mistakes or losses – supporters are there to support.
1. Acknowledge all volunteers who are giving up their valuable time to enable the conduct of competition.
1. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.