

Ice Hockey Queensland Inc
Policy Document

Code of Conduct
Respect, Responsibility, Harassment,
Discrimination

Policy Objective

IHQ is dedicated to providing programs and activities that are conducted in a fair, safe, and respectful environment. This policy is intended to describe the acceptable standard of behavior for individuals involved with Ice Hockey Queensland (players and parents, coaches, volunteers, members, officials, and employees). IHQ's goal is promote a respectful and positive behavior and value set that allows all individuals to be treated with dignity and respect.

Policy

All players, coaches, and other team personnel shall respect the Ice Hockey Australia rules which govern the conduct of games and activities associated with games.

On-ice incidents shall be reported by the on-ice officials through a written game report. Where by a transgression is established through a game report, penalties and suspensions will be implemented as a matter of routine as per Ice Hockey Australia guidelines.

Where on-ice officials do not detect or report a transgression, the player's coach may, at his/her discretion implement disciplinary action through an oral or written reprimand as per IHQ's Violation Code.

In addition, individuals involved with Ice Hockey Queensland (players and parents, coaches, volunteers, members, officials, and employees) shall also:

- Comply with all federal, state, and municipal laws
- Respect others regardless of their race, ancestry, colour, religion, gender, sexual orientation, age or disability
- Respect the rights of others, including their health, safety, opinions, property and freedom from mental and physical harm
- Show proper care and regard for IHQ and community personnel and property
- Demonstrate appropriate personal behavior and sportsmanship
- Not use IHQ supplies and equipment without proper authorization
- Not be in possession of or under the influence of alcohol or non-prescription drugs
- Respect persons who are in a position of authority
- Take appropriate action to help those in need

Any breach of the above policy by an individual at an IHQ sponsored practice, game, sponsored event, or in state team accommodation will be subject to discipline as outlined out in IHQ's Violation Code.

There will be a "zero tolerance" policy regarding bullying, discrimination, harassment, disrespectful behavior, theft and vandalism from any players, coaches, team personnel, designated chaperones, parents, volunteers, members, officials, and employees.

Individuals have the right to have any complaints dealt with in a fair, confidential and sensitive manner, and to be given the opportunity to be heard before any penalties are imposed. Individuals have the right to appeal through both the Grievance Policy and the Violation Code.

Authority	Ice Hockey Queensland Inc Executive on 14 October 2008 <i>Associations Incorporation Act 1981 (Qld)</i> <i>Associations Incorporation Regulation 1999 (Qld)</i>
Application	IHQ Inc and all of its affiliates
Policy No. B25/2008	Review date October 2011 Effective from 15 October 2008