

GENERAL MEMBERS CODE OF BEHAVIOUR & ETHICS

As a registered member of Ice Hockey Queensland, all individuals agree to abide by the Ice Hockey Queensland Member General Code of Behaviour and Ethics. This General Member Code applies to all Ice Hockey Queensland members, including players, coaches, officials, administrators, managers, office holders, volunteers and employees.

As a member of Ice Hockey Queensland the participants are to adhere to the following requirements in regard to their behaviour during any activity held by or under the auspices of Ice Hockey Queensland, Ice Hockey Australia or a Member State or Territory Association and in any role they hold within Ice Hockey Queensland, Ice Hockey Australia or a Member State or Territory Association.

1. Respect the rights, dignity and worth of others;
2. Be fair, considerate and honest in all dealing with others;
3. Be professional in, and accept responsibility for their actions;
4. Make a commitment to providing quality service;
5. Demonstrate a high degree of individual responsibility, especially when dealing with persons under 18 years of age, as your words and actions serve as examples;
6. Be aware of and maintain an uncompromising adherence to Ice Hockey Queensland standards, Constitution, By-Laws and policies;
7. Operate within the rules of ice hockey including national and international guidelines, which govern Ice Hockey Queensland, Ice Hockey Australia and the Member State and Territory Associations;
8. Do not use your involvement with IHQ or an affiliated club to promote your own beliefs, behaviours or practices where these are inconsistent with those of IHQ or an affiliated club;
9. Understand their responsibility if they breach or are aware of any breaches of this Code of Behaviour & Ethics;
10. Do not use their involvement with Ice Hockey Queensland, Ice Hockey Australia or a Member State or Territory Association to promote their own beliefs, behaviours or practices where these are inconsistent with those of Ice Hockey Queensland, Ice Hockey Australia and the Member State or Territory Association;
11. Avoid unaccompanied and unobserved activities with persons under 18 years of age in accordance with the Ice Hockey Australia Member Protection Policy;
12. Refrain from any form of abuse towards others;
13. Refrain from any form of harassment towards or discrimination of others;
14. Provide a safe environment for the conduct of the activity;

15. Show concern and caution towards others who may be ill or injured;
16. Be a positive role model at all times;
17. Understand the repercussions if you breach, or are aware of any breaches of, this Code of Conduct.

BEHAVIOUR	APPROPRIATE	INAPPROPRIATE
Language	<ul style="list-style-type: none"> • Using encouraging/ positive words and a pleasant tone of voice • Open and honest communication 	<ul style="list-style-type: none"> • Insults, criticisms or name calling • Bullying, swearing or yelling • Sexually suggestive comments/ jokes
Relationships	<ul style="list-style-type: none"> • Being a positive role model • Building relationships based on trust • Empowering children to share in decision making 	<ul style="list-style-type: none"> • Favouritism or giving gifts • Spending excessive amounts of time alone with children • Contact outside of working hours (either physical or via email/phone)
Physical Contact	<ul style="list-style-type: none"> • Allowing for personal space • Touching due to medical emergency or protecting from physical harm • Non-threatening 	<ul style="list-style-type: none"> • Violent or aggressive behaviour including hitting, kicking, slapping or pushing • Kissing or touching of a sexual nature consistent with 'grooming'
Other	<ul style="list-style-type: none"> • Appropriate attire/clothing for role • Use of internet/mobile phone for work related purposes only 	<ul style="list-style-type: none"> • Using alcohol or substances before or during work • Inappropriate clothing • Sending inappropriate emails

ADMINISTRATORS CODE OF BEHAVIOUR & ETHICS

In addition to Ice Hockey Queensland's General Codes of Behaviour & Ethics, Ice Hockey Queensland and its member clubs administrators are required to meet the following requirements in regard to their behaviour during any activity sanctioned by Ice Hockey Queensland and/or Ice Hockey Australia:

1. Involve young people in planning, leadership, evaluation and decision-making related to the activity.
2. Give all young people equal opportunities to participate.
3. Create pathways for young people to participate in sport, not just as a player but as a coach, referee, administrator, etc.
4. Ensure that rules, equipment, length of games and training schedules are modified to suit the age, ability and maturity level of young players.
5. Provide quality supervision and instruction for junior players.
6. Remember that young people participate for their enjoyment and benefit. Do not overemphasise awards.
7. Help coaches and officials highlight appropriate behaviour and skill development, and help improve the standards of coaching and officiating.
8. Ensure that everyone involved in junior sport emphasises fair play, rather than winning at all costs.
9. Give a code of behaviour sheet to spectators, officials, parents, coaches and players and encourage them to follow it.
10. Remember, you set an example. Your behaviour and comments should be positive and supportive.
11. Support implementation of the *National Junior Sport Policy*.
12. Make it clear that abusing young people in any way is unacceptable and will result in disciplinary action.
13. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

PLAYERS CODE OF BEHAVIOUR & ETHICS

In addition to Ice Hockey Queensland's General Code of Behaviour & Ethics, Ice Hockey Queensland member players are required to meet the following requirements in regard to their behaviour during any activity sanctioned by Ice Hockey Queensland, Ice Hockey Australia, Member State Association or an Affiliated Club:

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 you as part of your program;
5. Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements;
6. At all times avoid intimate relationships with your coach;
7. Conduct yourself 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 your attitude and preparation to training. Work equally hard for yourself and your team; and
11. Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

QUEENSLAND COACHES CODE OF BEHAVIOUR & ETHICS

<p>1. Respect the rights, dignity and worth of every human being.</p>	<ul style="list-style-type: none"> • Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion. • Encourage and support opportunities for people to learn appropriate behaviours and skills.
<p>2. Ensure the athlete's time spent with you is a positive experience.</p>	<ul style="list-style-type: none"> • All athletes are deserving of equal attention and opportunities.
<p>3. Treat each athlete as an individual.</p>	<ul style="list-style-type: none"> • Respect the talent, developmental stage and goals of each individual athlete. • Help each athlete reach their full potential. • Support opportunities for participation in all aspects of the sport. • Be honest and do not allow your qualifications to be misrepresented.
<p>4. Act with integrity and objectivity, and accept responsibility for your decisions and actions.</p>	<ul style="list-style-type: none"> • Display high standards in your language, manner, punctuality, preparation and presentation. • Display control, respect, dignity and professionalism to all involved with the sport – this includes opponents, coaches, officials, administrators, the media, parents and spectators. • Encourage athletes to demonstrate the same qualities.
<p>5. Make a commitment to providing a quality service to your athletes.</p>	<ul style="list-style-type: none"> • Maintain or improve your current NCAS accreditation. • Help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
<p>6. Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.</p>	<ul style="list-style-type: none"> • The guidelines of national and international bodies governing your sport should be followed. Please contact your sport for a copy of its rule book, constitution, by-laws, relevant policies (e.g. anti- doping policy, selection procedures etc.) <p>Coaches should educate their athletes on drugs in sport issues in consultation with the Australian Sports Anti-Doping Authority. (ASADA).</p>

<p>7. Any physical contact with athletes should be appropriate to the situation and necessary for the athlete's skill development</p>	<ul style="list-style-type: none"> • 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. • Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
<p>8. Refrain from any form of personal abuse towards your athletes. *</p>	<ul style="list-style-type: none"> • This includes verbal, physical and emotional abuse. • Be alert to any forms of abuse directed towards your athletes from other sources whilst they are in your care.
<p>9. Ensure your decisions and actions contribute to a harassment free environment.</p>	<ul style="list-style-type: none"> • This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability. • Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion. • You should not only refrain from initiating a relationship with an athlete, but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal. • Do not tolerate harmful or abusive behaviours.
<p>10. Be a positive role model for your sport and athletes.</p>	<ul style="list-style-type: none"> • Respect the decisions of officials, coaches and administrators in the conduct of the sport.
<p>11. Provide a safe environment for training and competition.</p>	<ul style="list-style-type: none"> • Ensure equipment and facilities meet safety standards. • Ensure equipment, rules, training and the environment is appropriate for the age and ability of the athletes. • Ensure your decisions and actions contribute to a safe environment. • Place the safety and welfare of the athletes above all else.
<p>12. Show concern and caution towards sick and injured athletes.</p>	<ul style="list-style-type: none"> • Provide a modified training program where appropriate. • Allow further participation in training and competition only when appropriate. • Encourage athletes to seek medical advice when required. • Maintain the same interest and support towards sick and injured athletes.

<p>13. Adhere to the Australian Sports Commission's / Ice Hockey Australia's Sport's Anti-Doping Policy</p>	<ul style="list-style-type: none">• Adopt responsible behaviour in relation to alcohol and other drugs.• Be knowledgeable of, and comply with, all applicable anti-doping policies and rules.• Use your influence to foster positive anti-doping attitudes.• Support the initiatives of the Australian Sports Commission/your sport and other applicable organisations to stop doping in sport.• Cooperate with the Australian Sports Commission /your sport and other applicable organisations in relation to the conduct of any investigation or hearing into an alleged anti-doping policy breach.• Understand the process for reporting, investigating and determining breaches as set out in the Australian Sports Commission's/your sport's anti- doping policy.• Give due and proper consideration as to whether you also have a responsibility to act under the Australian Sports Commission's/your sport's code of conduct.• Act in a discreet and confidential manner in discharging your obligations.
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OFFICIAL'S CODE OF BEHAVIOUR & ETHICS

The International Ice Hockey Federation (IIHF) and the Australian Sports Commission (ASC) provides guidance to registered on-ice officials around the world. National Federations / Associations and their members should expect the highest possible standards of personal integrity, competence, sound judgment and discretion for National Federation / Association on- ice officials. Ice Hockey Queensland's and Ice Hockey Australia's On-ice Official's Code of Behaviour and Ethics developed by the IIHF Sport Development Program is a public declaration of an on-ice officials' obligation to himself, his peers and the game.

In compliance with my certification as an Ice Hockey Queensland On-ice Official, I will always:

- carry out my duties to the best of my ability and training in every game I officiate;
- show respect to my fellow officials and the players, coaches and fans;
- attempt to further my studies and reviews, both personally and at courses / seminars, for continuous improvement of my knowledge of Ice Hockey Australia's and the IIHF's playing rules, policies and procedures;
- represent myself to apply the rules of the game as fairly and as accurately as possible at all times;
- acknowledge that the use of alcohol is totally unacceptable on game days and that the use of illicit drugs is strictly prohibited by Ice Hockey Australia and Australian Law;
- uphold the philosophy and right of all hockey participants and strictly enforce and accordingly penalise all violent acts for the health and safety of the participants;
- seek to raise the standard of play in each game that I officiate;
- respect my superiors and be supportive of my fellow on-ice and off-ice officials at all times, even when I am a spectator;
- accept the fact that I will make mistakes, but will not get frustrated or let this learning process affect my performance or my professional integrity;
- contribute to the continuing growth of Ice Hockey Queensland's, Ice Hockey Australia's and the IIHF's Officiating Development Program and its member officials through support, encouragement and a positive attitude; and
- respect and accept constructive feedback from my supervisors and mentors, including the assignments I receive from my administrators.

PARENT'S CODE OF BEHAVIOUR & ETHICS

In addition to Ice Hockey Queensland's General Codes of Behaviour & Ethics, Ice Hockey Queensland's 18 & under member's parents are required to meet the following requirements in regard to their behaviour during any activity sanctioned by Ice Hockey Queensland, Ice Hockey Australia, Member State Association, Organisation or an Affiliated Club:

1. Remember that children participate in sport for their enjoyment, not yours.
2. Encourage children to participate, do not force them.
3. Focus on the child's efforts and performance rather than winning or losing.
4. Encourage children always to play according to the rules and to settle disagreements without resorting to hostility or violence.
5. Never ridicule or yell at a child for making a mistake or losing a competition.
6. Remember that children learn best by example. Appreciate good performances and skilful plays by all participants.
7. Support all efforts to remove verbal and physical abuse from sporting activities.
8. Respect officials' decision and teach children to do likewise.
9. Show appreciation for volunteer coaches, officials and administrators. Without them, your child could not participate.
10. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.

SPECTATOR'S CODE OF BEHAVIOUR & ETHICS

In addition to Ice Hockey Queensland's General Codes of Behaviour & Ethics, spectators are required to meet the following requirements in regard to their behaviour during any activity sanctioned by Ice Hockey Queensland, Ice Hockey Australia, Member State Association or Organisation:

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

Ice Hockey Queensland Code of Behaviour and Ethics regarding Language, particularly when working with children and young people

In addition to Ice Hockey Queensland's General Codes of Behaviour & Ethics all members (including administrators, volunteers, coaches, players, parents) and spectators are required to meet the following requirements in regard to their behaviour, in particular their language, during any activity sanctioned by Ice Hockey Queensland, Ice Hockey Australia, Member State Associations or organisations:

1. Use positive, affirming language when dealing with children.
2. Use of expletives, sarcasm, sexist language, racist language, homophobic comments or sexual innuendo when speaking to children or within ear shot of children is not acceptable and instances where this is breached will result in the person in breach being issued with a formal warning.

3. Adult members need to be aware of their language, including topics of conversation which may not be suitable for children, at all times when involved in club activities.
4. Verbal abuse of officials, coaches, players is not to be tolerated. Breaches will result in person in breach being issued a formal warning.

