

GENERAL CODE OF CONDUCT

Introduction

The Federation is proud of our sporting ability and reputation and expects high standards of behaviour from all people involved with field hockey, and it is vital the integrity of our sport is maintained. At every level of hockey within the Federation, the principles of fairness, respect, responsibility and safety should be maintained. The Federation is committed to upholding the principles of:

Fairness

Operating in the spirit of the rules, never taking an unfair advantage and making informed and honorable decisions at all times.

Respect

Recognising the contribution people make to sport, treating them with dignity and consideration, as well as caring for the property and equipment they use.

Responsibility

Taking responsibility for our actions and being a positive role model at all times.

Safety

Encouraging healthy and safe procedures and preventing and reporting dangerous behaviour, while demonstrating concern for others.

The Federation promotes the following behaviour guidelines through its Code of Conduct to all people involved in any way with the sport of field hockey, particularly those responsible for activities involving people under the age of 18 years. This Code of Conduct highlights the principles and values of the Federation and are the core principles underlying the member protection. As a person involved in any way with the sport of field hockey, the following standards of behaviour are expected.

General Code of Conduct Guidelines

- Respect the rights, dignity and worth of others.
- Demonstrate an ethical, considerate, fair and honest manner in all dealing with other people or organisations.
- Be professional in, and accept responsibility for, your actions.
- Be aware the Federation's Byelaws, Policies and Procedures.
- Operate within the rules and spirit of the sport, including international rules and local policy and regulations and guidelines that govern the Federation.
- Refrain from any form of abuse, harassment or discrimination toward others.
- Refrain from any form of victimization toward others.
- Provide a safe environment for the conduct of activities in accordance with any relevant Federation policy or rules.
- Show concern and caution toward others that may be sick or injured.
- Be a positive role model.

Player Code of Behaviour

- Abide by the General Code of Conduct guidelines.
- Follow the rules of the Federation, PAHF and the FIH at all times.
- Give your best at all times.
- Never persistently or willfully question or challenge the ruling of an official.
- Use the appropriate rules and guidelines to resolve a dispute.
- Control your temper - berating, profanity or abuse (physical or verbal) is not acceptable.
- Deliberately distract or provoke an opponent is not acceptable or permitted.
- Harassment of competitors or officials is not acceptable.
- Be a good sport.
- Treat all members as you would like to be treated. Do not bully or take unfair advantage of another competitor.
- Co-operate with officials, event staff, sport management, coaches, competitors and fellow team members.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, ethnicity, cultural background or religion.

Parents / Guardian Code of Behaviour

- Abide by the General Code of Conduct guidelines.
- Encourage your child to participate in sport for their individual enjoyment, personal satisfaction and improvement.
- Never berate, harass, or bully your child or other competitors or officials.
- Focus on your child's efforts and performance rather than winning or losing.
- Never persistently or willfully question or challenge the ruling of an official and always encourage your child to abide by the rules and accept judgments made by officials.
- Never ridicule or yell at a child for making a mistake or performing below expectation.
- Be an example to your child and others. Appreciate good performances by all participants.
- Support all efforts to remove verbal and physical abuse from the sporting environment.
- Show appreciation and respect for all people involved in your child's sport.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, ethnicity, cultural background or religion.

Spectators Code of Behaviour

- Abide by the General Code of Conduct guidelines.
- Remember that people participate in sport for their enjoyment and benefit, not yours.
- Applaud good performance and efforts from all individuals and teams. Congratulate all participants on their performance regardless of the outcome.
- Respect the decisions of officials, and teach others to do the same.
- Never ridicule or scold an athlete for making a mistake. Positive comments are motivational.
- Reject the use of violence in any form, whether it is by spectators, coaches, officials or competitors.
- Show respect for all athletes. Without them there would be no competition.
- Encourage competitors to follow the rules and the officials' decisions.

- Do not use profanity, foul or threatening language, berate, sledge or harass competitors, coaches or officials.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, ethnicity, cultural background or religion.

Administrator and Official Code of Behavior

Applicable to Directors, Officers, Members, Volunteers, Coaches, Umpires, Team Officials and Team Support staff (e.g. Medical, physiotherapy etc).

- Abide by the General Code of Conduct Guidelines.
- Act in good faith and in the best interests of the sport as a whole.
- Encourage all participants to uphold the ‘essence of sport’.
- Be consistent, objective and courteous when making decisions.
- Emphasise the spirit of fair competition.
- Maintain confidentiality in regards to sensitive or personal information.
- Have a sound working knowledge of the Federation and FIH rules and policies.
- Resolve conflicts fairly and promptly through established procedures.
- Keep up to date with the latest rules and guidelines. Promote the rules and possible changes that will make participation more enjoyable.
- Set an example, your behaviour and comments should at all times be positive and supportive.
- Place the safety and welfare of the participants above all else.
- Give every participant a ‘fair go’ regardless of their gender, ability, cultural background or religion.
- Maintain the required clearance or accreditation when dealing with minors.
- Help each person (athlete, official etc) to reach their potential, respect the talent, development stage and goals of each person, and compliment and encourage with positive support and feedback.
- Be honest and do not allow your qualifications or role to be misrepresented.
- Ensure that any physical contact with other is appropriate to the situation and necessary for the person’s skill development.
- Be honest and do not allow your qualifications or role to be misrepresented.
- Be responsible for the overall welfare and well-being of team members and officials when travelling with a team.
- Maintain a “duty of care” toward members and accountability for the management of the teams.
- Foster a collaborative approach to the management of the team.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person’s skill development
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.
- Respect the rights, dignity and worth of all participants, regardless of their gender, ability, ethnicity, cultural background or religion.