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BAYSIDE HOCKEY CLUB INCORPORATED

( **Bayside HC** )

Registration Number A0044571

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## CONDUCT AND BEHAVIOUR POLICY

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### Definitions

**HA** means Hockey Australia.

**HV** means Hockey Victoria.

**Member** means a member (including a playing member, non-playing member, social member and life member) of Bayside HC;

**Relevant person** means a person who is involved with the activities of Bayside HC whether in a paid or an unpaid/voluntary capacity, including:

- a Member;
- a person appointed or elected to the Bayside HC committee and any sub-committee;
- an employee or agent of Bayside HC;
- a support person, including manager, physiotherapist, psychologist, masseur, sport trainer and others;
- a coach, assistant coach and team manager;
- a referee, an umpire or other official;
- a spectator or supporter; and
- a parent or guardian of a player.

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### Application

This Policy applies to a Relevant Person acting in an official capacity as a representative of Bayside HC, or otherwise, in relation to any activities of, or relating to, Bayside HC.

This Policy applies to behaviour that occurs at training sessions, games and Bayside HC meetings, as well as at social events organised or sanctioned by the Bayside HC (or our sport, for example by Hockey Victoria). It also applies to behaviour on away and overnight trips. It covers private behaviour where that behaviour brings Bayside HC, hockey, or sport in general, into disrepute.

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## Policy

### 1. Codes of behaviour

HA's Member Protection Policy ( **HA Policy** ) can be downloaded [HERE](https://www.hockey.org.au/integrity/) <https://www.hockey.org.au/integrity/> . The HA Policy outlines HA's commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse and other forms of inappropriate behaviour. The HA Policy informs everyone involved in our sport nationally, of his or her legal and ethical rights and responsibilities, and the standards of behaviour that are required. The HA Policy has been adopted by HV.

Bayside HC supports the HA Policy and adopts, and requires that all Relevant Persons comply with, the following Codes of Behaviour set out in the HA Policy (amended to refer to Bayside HC instead of HA, where appropriate):

- Coaches/Managers/Team Officials Code of Behaviour;
- Officials Code of Behaviour;
- Player/Athlete Code of Behaviour;
- Administrator Code of Behaviour;
- Board Member Code of Conduct (amended to refer to "Committee Member" instead of "Board Member" throughout);
- Parent/Guardian Code of Behaviour; and
- Spectator Code of Behaviour

### 2. Victoria Code of Conduct for Community Sport

The Victorian Fair Play Code accessible [HERE](https://sport.vic.gov.au/publications-and-resources/community-sport-resources/fair-play-code) <https://sport.vic.gov.au/publications-and-resources/community-sport-resources/fair-play-code> outlines behaviours which are expected to be followed by every person involved in community sport, as well as identifying the behaviours which must not be tolerated. Bayside HC requires that every Relevant Person comply with the Fair Place Code and work together to ensure:

- inclusion of every person regardless of their age, gender or sexual orientation;
- inclusion of every person regardless of their race, culture or religion;
- opportunities for people of all abilities to participate in the sport and develop to their full potential;
- respect is shown towards others, the club and the broader community;
- a safe and inclusive environment for all;
- elimination of violent and abusive behaviour; and
- protection from sexual harassment or intimidation.

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### 3. Bayside HC core values

This Policy supports Bayside HC's culture of openness, trust and integrity and complements, and reflects, Bayside HC's core values. These core values are an important part of the Bayside HC culture, and shape everything we do. Bayside HC expects all Relevant Persons to abide by these values. The Bayside HC core values are:

#### Integrity

- Be open, honest and transparent in all dealings;
- use powers responsibly;
- proactively manage any conduct issues; and
- avoid bias, favouritism or self-interest

#### Respect

- Treat others fairly and objectively;
- promote diversity and inclusiveness;
- proactively manage any instance of discrimination, harassment or bullying;
- consider the views of others; and
- respect opposition in all grades of the competition.

#### Teamwork

- Believe that the whole is greater than the sum of its parts;
- rally around unified goals; and
- provide effective communication channels.

#### Community

- Be an active contributor and represent the local community; and
- proactively search for ways to support our internal (club) & external (non-club) community.

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### Procedure for Allegations of Breaches to this Policy

#### **Responding to potential Breaches of this Policy**

Bayside HC may take disciplinary action against any Relevant Person if they breach this Policy. Action may include:

- a verbal or written warning;
  - suspension from training or games;
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- removal from position (eg as coach); or
  - suspension or termination of Bayside HC membership.
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If you have any questions, concerns, or issue relating to the content of this Policy contact the Bayside HC Secretary on [secretary@baysidehockey.com.au](mailto:secretary@baysidehockey.com.au) .

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