



***Oran Park Hockey Club***

***Code of Conduct***

**VERSION 1**

***Adopted on 28 February 2023***

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### **Attachment 1: Codes of Behaviour**

# Code of Conduct

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## 1. Definitions

'Club' means Oran Park Hockey Club.

'Code of Behaviour' means the expected behaviours outlined in Attachment 1.

'Committee' means the Committee of Oran Park Hockey Club.

'Committee Member' means any member of the Oran Park Committee.

'Member' means any person associated with Oran Park Hockey Club.

'MSW Board' means the Board of the MSW winter competition.

'Oran Park Website' means [www.oranparkhockey.com](http://www.oranparkhockey.com).

All other terms contained in this Policy will take the ordinary meaning.

## 2. Introduction

Oran Park Hockey Club ("Oran Park") was created with three simple values in mind- Family, Fun and Fairness.

We are committed to providing our Members with a club that caters for families, will always be fair and honest, no matter the score, and of course have fun.

We are not a club that values winning above all: although we strive for success, we are big believers in being passionate about hockey and growing and developing every player equally.

## 3. Purpose of Our Policy

The main objective of Oran Park's ("our", "us" or "we") Code of Conduct ("policy") is to maintain responsible behaviour and the making of informed decisions by Members and other participants in this club. It outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from discrimination, harassment and abuse.

## 4. Who Our Policy Applies To

This policy applies to everyone involved in the activities of our club, including:

- Committee Members, administrators and other club officials;
- coaches and assistant coaches and other personnel participating in events and activities, including camps and training sessions;
- support personnel, including managers;
- referees, umpires and other officials;
- athletes;
- Members, including any life members;
- parents/guardians; and
- spectators

## 5. Extent of Our Policy

Our policy covers all matters directly and indirectly related to Oran Park and its activities. In particular, the policy governs unfair selection decisions and actions, breaches of our Code Of Behaviour (**Attachment 1**) and behaviour that occurs at training sessions, in the change rooms, at social events organised or sanctioned by the club (or our sport). It also covers private behaviour where that behaviour brings our club or sport into disrepute or there is suspicion of harm towards a child or young person.

## 6. Club Responsibilities

We will:

- adopt, implement and comply with this policy;
- publish, distribute and promote this policy and the consequences of any breaches of this policy;
- promote and model appropriate standards of behaviour at all times;
- deal with any complaints made under this policy in an appropriate manner;
- deal with any breaches of this policy in an appropriate manner;

- recognise and enforce any penalty imposed under this policy;
- ensure that a copy of this policy is available or accessible to all people and organisations to whom this policy applies;
- review this policy when necessary; and
- seek advice from and refer serious issues to the MSW Board.

## 7. Individual Responsibilities

Everyone associated with our club must:

- make themselves aware of the contents of this policy;
- comply with all relevant provisions of this policy, including the standards of behaviour outlined in this policy;
- treat other people with respect;
- always place the safety and welfare of Members above other considerations;
- be responsible and accountable for their behaviour; and
- comply with any decisions and/or disciplinary measures imposed under this policy.

## 8. Protection of Children

Oran Park is committed to the safety and wellbeing of children and young people who participate in our clubs activities or use our services. We support the rights of the child and will act at all times to ensure that a child safe environment is maintained. We also support the rights and wellbeing of our Committee Members and volunteers and encourage their active participation in building and maintaining a secure and safe environment for all participants.

Oran Park acknowledges the valuable contribution made by our Committee Members, Members and volunteers and we encourage their active participating in providing a safe, fair and inclusive environment for all participants.

## 9. Discrimination, Harassment and Bullying

Our club is committed to providing an environment in which people are treated fairly and equitably and that is, as far as practicable, free from all forms of discrimination, harassment and bullying.

We recognise that people may not be able to enjoy themselves or perform at their best if they are treated unfairly, discriminated against, harassed or bullied.

### 9.1 Discrimination

Unlawful discrimination involves the less favourable treatment of a person on the basis of one or more of the personal characteristics protected by State or Federal anti-discrimination laws.

Discrimination includes both direct and indirect discrimination:

- **Direct discrimination** occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavourably because of that personal characteristic.
- **Indirect discrimination** occurs if a person imposes, or proposes to impose, a requirement, condition or practice that will disadvantage a person with a protected personal characteristic and that requirement, condition or practice is not reasonable.

For the purpose of determining discrimination, the offender's awareness and motive are irrelevant.

### 9.2 Harassment

Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends or humiliates another person and which happens because a person has a certain personal characteristic protected by State or Federal anti-discrimination legislation.

The offensive behaviour does not have to take place a number of times, a single incident can constitute harassment.

### **9.3 Bullying**

Oran Park is committed to providing an environment that is free from bullying. We understand that bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and we regard bullying in all forms as unacceptable at our club.

Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or group.

Whilst generally characterised by repeated behaviours, one off instances can amount to bullying.

The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, would be considered bullying:

- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
- excluding or isolating a group or person;
- spreading malicious rumours; or
- psychological harassment such as intimidation.

Bullying includes cyber-bullying which occurs through the use of technology. New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments. We will not tolerate abusive, discriminatory, intimidating or offensive statements being made online.

If any person believes they are being, or have been, bullied by another person or organisation bound by this policy, he or she should report this to a Committee Member.

## **10. Code of Behaviour**

Oran Park has developed a Code of Behaviour which all Members (including players, coaches, umpires, spectators, parents/guardians, Committee Members and any other person who becomes associated with Oran Park) are required to adhere to.

## **11. Breach of the Code of Conduct or Code of Behaviour**

Should a Member breach the Code of Conduct or the Code of Behaviour ('**Breach**'), the Oran Park Committee will investigate, review and if determined that a breach has occurred enforce an appropriate penalty for the Breach, including but not limited to, suspension from play, removal as a coach, deregistration from the club or reporting to the MSW Board judiciary panel for investigation. No provision of this Code of Conduct allows for an investigation or penalty to be enforced without relevant evidence being provided of the Breach.

If a Member becomes aware of a Breach of the Code of Behaviour they should report it to a Committee Member.

## **12. Amendments to the Code of Conduct**

The Oran Park Committee have the authority to amend this document when required. When an amendment is made a Committee Member is required to notify Members by publishing the new policy on the Oran Park Website and private facebook page.

## **Attachment 1: CODE OF BEHAVIOUR**

The Code of Behaviour is a framework that outlines the standards of behaviours and ethical conduct expected of all Members, providing role-specific principles to guide individual behaviour and decision-making.

### **Player**

- Adhere to the principles of fair play and always play by the rules, respecting the traditions of the game and the spirit of competition;
- Respect the rights and dignity of every person including teammates, opponents, coaches and umpires and Committee Members and never engage in behaviour that abuses, provokes or harasses others;
- Respect the decision of Committee Members, coaches and officials and never argue with them;
- Always play to the best of your abilities and participate for enjoyment, not results;
- Never engage in inappropriate conduct including the use of offensive language and gestures that are demeaning to others;
- Care for the equipment and facilities made available during training and competition;
- Always consider the safety and wellbeing of other participants before performance and results;
- Never engage in inappropriate conduct including the use of offensive language
- Be a good sport, encouraging and supportive of your team mates; and
- Be responsible, aware that you are representing yourself and the club.

### **Coach**

- Respect the rights and dignity of every person regardless of gender, race, ethnicity or sexual orientation;
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse;
- Ensure every person has equal opportunity to participate regardless of age, ability or experience;
- Respect all decisions of all Committee Members;
- Promote the principles of fair play and discourage foul play and/or unsporting behaviour;
- Always consider the safety and wellbeing of participants before performance and results and follow the advice of a physician/medical officer in determining when an injured participant may return to training and competition;
- Maintain respectful and appropriate relationships with every person, especially to participants to which you owe a duty of care;
- Never engage in inappropriate conduct including the use of offensive language;
- Follow the guidelines and rules set down by the organisation and governing body;
- Call out and refer to organisation authorities all acts of unethical behavior, whether from players, officials, parents/guardians or spectators; and
- At all times act as a role model for others, displaying high standards of good sporting behavior

### **Umpire**

- Respect the rights and dignity of every person regardless of gender, race, ethnicity or sexual orientation;
- Promote a safe and inclusive environment, in which every person is protected and free from discrimination, harassment and abuse;
- Always ensure the safety and wellbeing of players above all else;
- Maintain respectful and appropriate relationships with every person, especially to the players;
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions;
- Avoid situations that may lead to or call into question conflict of interest;
- Avoid engaging in verbal communication with coaches, officials, parents/guardians and spectators during play except in instances of medical emergencies or to call out acts of unethical behaviour;
- At all times act as a role model for others, displaying high standards of good sporting behavior;
- Never engage in inappropriate conduct including the use of offensive language whilst in an official capacity; and

- Adhere to the laws of the game and the principles of fair play, ensuring that the spirit of competition is respected by all players, coaches and officials.

#### **Parents/guardians and Spectators**

- Never engage in inappropriate conduct including the use of offensive language;
- Encourage players to play by the rules and to show respect to Committee Members, coaches, officials and opponents at all times;
- Respect the rights and dignity of every person including players, coaches, umpires, Committee Members, other parents/guardians, and spectators; and never engage in behaviour that abuses, demeans, provokes or harasses others;
- Understand that sport is designed to be fun and that participating for enjoyment and wellbeing should always come before performance and results;
- Respect all decisions made by Committee Members and coaches;
- At all times act as a role model for others, displaying high standards of good sporting behavior;
- Call out and refer to a Committee Member all acts of unethical behavior, whether from players, coaches, officials, parents/guardians or spectators; and
- Participate in positive cheering that reinforces and encourages participant efforts

#### **Committee Member**

- Promote and respect the rights and dignity of every person regardless of gender, race, ethnicity or sexual orientation and ensure that the organisation promotes a safe and inclusive environment;
- Protect the integrity of sport at all times by ensuring that the behaviour and conduct of every person is consistent with the laws of the game, the principles of fair play and the standards of safe and inclusive sport;
- Protect the safety and wellbeing of Members at all times by ensuring that appropriate safeguarding measures and policies are in place, easily accessible and understood by every person, and reviewed regularly;
- Be impartial, consistent and transparent in your conduct and decision-making. Accept responsibility for your actions;
- Make decisions in the best interests of your Members and the sport;
- Promote a safe and inclusive environment, in which every person feels welcomed and is protected and free from discrimination, harassment and abuse;
- Ensure that all players, coaches, officials, parents/guardians and spectators place wellbeing and enjoyment ahead of performance and outcomes;
- Create pathways that support players, coaches and officials to improve their skill development;
- Provide equal opportunities for all players, coaches and officials to participate, regardless of their gender, ability or cultural background;
- At all times act as a role model for others, displaying high standards of good sporting behavior;
- Never engage in inappropriate conduct including the use of offensive language; and
- Ensure that all Members are made aware of their rights and responsibilities under the Code of Conduct and Code of Behaviour.