



**HOCKEY AUSTRALIA**

# **CODE OF CONDUCT**

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VERSION: 1.0

COVERAGE: CONDUCT EXPECTATIONS, EXCLUDING PROHIBITED CONDUCT  
UNDER THE NIF

**CONTENTS**

- 1. INTRODUCTION ..... 3
- 2. DEFINITIONS ..... 3
- 3. JURISDICTION ..... 5
- 4. EXPECTED BEHAVIOURS ..... 6
- 5. PROHIBITED CONDUCT..... 8
- 6. REPORTING & COMPLAINTS ..... 8

## 1. INTRODUCTION

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- 1.1. Hockey Australia (**HA**) is committed to promoting and strengthening the positive image of Hockey and its Participants in Australia and to ensuring that everyone involved with Hockey is treated with respect and dignity.
- 1.2. This Code of Conduct (**the Code**) aims to ensure that everyone involved in Hockey is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code.
- 1.3. This Code:
  - (a) Sets out expected standards of behaviour;
  - (b) Prescribes Prohibited Conduct;
  - (c) Seeks to guide Relevant Persons and Relevant Organisations on what to do if they experience or witness breaches of the Code;
  - (d) Can be adopted by each Relevant Organisation without amendment; and
  - (e) Does not cover conduct and disciplinary matters arising under policies that form part of the HA National Integrity Framework (**NIF**);

## 2. DEFINITIONS

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In this Code, the following words have the corresponding meaning:

**Activity** means a Hockey match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, which is sanctioned or organised by a Relevant Organisation (e.g., international matches, national championships or domestic leagues).

**Athlete** means a person who is registered, or entitled to participate, in a Relevant Organisation Activity.

**Australian Hockey Organisation (AHO)**, which means and includes:

- (a) Hockey Australia;
- (b) Member Associations;
- (c) Regional Associations, and
- (d) Clubs.

**Authorised Provider** means the Hockey 1 League Pty Ltd or other non-Member organisations that conduct Activities, or any other programs approved by, affiliated, or sanctioned in any way with an Australian Hockey Organisation.

**Club** means any hockey club which is a member of, or affiliate to a Regional Association or Member Association that enters an Athlete or a Team to participate in an Activity.

**Code of Conduct (Code)** means this Code of Conduct.

**Contractor** means any person or organisation engaged to provide services for or on behalf of a Relevant Organisation, and includes:

- (a) agents, advisers, and subcontractors of a Relevant Organisation and
- (b) employees, officers, volunteers, and agents of a Contractor or subcontractor.

**Employee** means a person employed by a Relevant Organisation.

**Hockey** means the sport of hockey and includes field, indoor and other modified versions of these forms of hockey as governed by HA and the FIH from time to time.

**Hockey Australia (HA)** means Hockey Australia Limited (**ACN 088 988 836**) trading as Hockey Australia, the recognised National Sporting Organisation and peak body for the sport of Hockey in Australia.

**Individual Member**, which means individuals who are individuals registered with an Australian Hockey Organisation.

**Member means** a member of a Relevant Organisation, including:

- (a) Member Associations; and
- (b) Individual Member,

**Member Association (MA)** means each state and territory member of Hockey Australia recognised under the Hockey Australia Constitution.

**National Integrity Framework (NIF)** means the HA National Integrity Framework consisting of the following five policies:

- (a) Safeguarding Children and Young People Policy;
- (b) Competition Manipulation and Sport Gambling Policy;
- (c) Improper Use of Drugs and Medicine Policy;
- (d) Member Protection Policy; and
- (e) Complaints, Disputes and Discipline Policy.

**Participant** means:

- (a) Athletes;
- (b) coaches appointed in a professional or voluntary capacity to train an Athlete or Team in an Activity;
- (c) administrators who have a role in the administration, operation or Activity of a Relevant Organisation, including owners, directors, committee members or other persons;
- (d) officials, including referees, umpires, technical officials, or other officials appointed by a Relevant Organisation, or any league, competition, series, Club or Team sanctioned by a Relevant Organisation;

- (e) support personnel who are appointed in a professional or voluntary capacity by a Relevant Organisation or any league, competition, series, Club or Team sanctioned by a Relevant Organisation, including sports science sports medicine personnel, team managers, agents, selectors, and team staff members; and
- (f) Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that bind them under a Relevant Policy.

**Prohibited Conduct** means the conduct prescribed at clause 5.1 of this Code.

**Regional Association** means those regional or metropolitan Hockey associations which are members of, or affiliated to a Member Association.

**Relevant Organisation** means any of the following organisations:

- (a) Australian Hockey Organisations;
- (b) Authorised Providers; or
- (c) any other organisation that has agreed to be bound by this Code.

**Relevant Person** means any of the following persons:

- (a) Individual Member;
- (b) Participant;
- (c) Employee;
- (d) Contractor;
- (e) Volunteer; or
- (f) any other individual who has agreed to be bound by this Code.

**Team** means a collection or squad of Athletes, registered with a Relevant Organisation or entitled to participate in an Activity.

**Volunteer** means any person engaged by a Relevant Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel.

### 3. JURISDICTION

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#### 3.1. To whom the Code applies

The Code applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations

### 3.2. When the Code applies

- (a) All Relevant Persons and Relevant Organisations to which this Code applies must comply with this Code (while they are a Relevant Person or Relevant Organisation):
  - (i) In relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;
  - (ii) Wherever there is a recognised Hockey or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
  - (iii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
  - (iv) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.
- (b) Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code.
- (c) Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy. If the alleged Prohibited Conduct may also constitute Prohibited Conduct under a HA NIF policy, the Relevant Organisation will manage that alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code.

## 4. EXPECTED BEHAVIOURS

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- 4.1. Relevant Persons and Relevant Organisations must:
  - (a) Act and operate within the rules and spirit of Hockey;
  - (b) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
  - (c) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
  - (d) Maintain appropriate, professional relationships with other Relevant Persons at all times;
  - (e) Accept and respect the authority of officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an official, whether on or off the field of play;

- (f) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (g) Act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (h) Not engage in conduct that is defined as Prohibited Conduct under any policy of the HA NIF, namely:
  - (i) Safeguarding Children and Young People Policy;
  - (ii) Competition Manipulation and Sport Gambling Policy;
  - (iii) Improper Use of Drugs and Medicine Policy;
  - (iv) Member Protection Policy; and
  - (v) Complaints, Disputes and Discipline Policy.

Prohibited Conduct under the HA NIF includes, without limitation:

- Abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation or vilification;
- Child abuse, grooming, misconduct with a child, failure to comply with child safe practices or with relevant obligations under child protection legislation, including obligations relating to reporting, recruitment/screening and working with children checks;
- Improper manipulation of the result or course of a Hockey Activity or betting on a Hockey Activity;
- Inappropriate disclosure of inside information for the purposes of competition manipulation;
- Use, possession or trafficking of illegal drugs; and
- Non-compliance with certain requirements relating to medications, injections and supplements.

Relevant Persons and Relevant Organisations should refer to the HA NIF policies available at [www.hockey.org.au/integrity](http://www.hockey.org.au/integrity) for a full list of Prohibited Conduct captured by the HA NIF and detailed descriptions of such Prohibited Conduct.

- (i) Respect and protect confidential information obtained through Activities, whether regarding personal or organisational information;
- (j) Not engage in behaviour that is:
  - (i) drunk and disorderly;

- (ii) public or domestic violence;
  - (iii) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
  - (iv) unlawful or unsafe.
- (k) Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
  - (l) Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
  - (m) Comply with all reasonable directions of, and accept all decisions of, representatives of Relevant Organisations whilst they are undertaking their duties; and
  - (n) Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

## 5. PROHIBITED CONDUCT

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- 5.1. A Relevant Person commits a breach of this Code of Conduct when they:
- (a) Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;
  - (b) Engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
    - (i) brings a Relevant Organisation, a Relevant Person or Hockey into disrepute; or
    - (ii) is or could be harmful to the interests of a Relevant Organisation or Hockey;
  - (c) Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any Team or Athlete selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
  - (d) Do not comply with any of clauses 4(i) through 4(n), inclusive.

## 6. REPORTING & COMPLAINTS

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- 6.1. Allegations of Prohibited Conduct under this Code should be submitted to HA or the relevant Relevant Organisation.
- 6.2. Subject to clause 3.2 (c), allegations of Prohibited Conduct under this Code will be managed in accordance with the HA Complaints, Disputes and Discipline Policy.