



La Trobe University
HOCKEY CLUB

March 2011

CODE OF CONDUCT

i	Purpose
ii	Conduct
iii	Breaches of the Code
iv	Grievance Procedure

i. Purpose

The purpose of the La Trobe University Hockey Club Code of Conduct is to establish a standard of behaviour and professionalism for our players, coaches, officials and committee.

Any person who represents La Trobe University Hockey Club (the Club) in any capacity is bound to abide by this Code of Conduct (the Code). By playing or accepting an official role with the Club, you agree to accept and abide by this Code.

ii. Conduct

Style of Play

- Play to win, regardless of the situation of the game.
- Play to assist the team to win, not to gain personal reward.
- If you are not having fun, speak to someone.
- If you do not understand the situation, ask someone.

Philosophy

- **Positive encouragement at all times**
All players are to focus only on the positive aspects of their team mates and all feedback should be constructive. Criticism will not be tolerated.
- **Believe in yourself and the team**
You must always believe you will perform well and the team will win, regardless of the situation you or the team finds itself in.
- **Play to the situation of the game**
All players must be prepared to adjust their game to whatever the situation of the match demands.
- **Fail to plan and you plan to fail**
You must be prepared to put the time, effort and thought into your game to ensure you achieve your best performance possible.

Behaviour

- **Respect for the game**
All players are expected to respect the traditions, spirit and etiquette of the game of hockey. This includes showing respect towards yourself, your team, your coaches, the committee, the opposition, the officials and spectators.
- **Umpiring decisions**
The umpire's decision is final and should be accepted immediately in all situations. The use of offensive or disparaging language toward an umpire is not acceptable.
- **Discrimination**
The Club will not tolerate any racial or religious vilification and all players should encourage others to participate regardless of race, religion, sexuality, gender or skill level.
- **Alcohol and drugs**
All players must not be in an intoxicated state immediately prior to or during training or match days/nights.
- **Underage drinking**
Players under the age of eighteen are not permitted to drink alcohol at club functions, including training and match days/nights. Assisting underage players to gain access to alcohol is considered a breach of this Code.
- **Clubrooms and facilities**
The Club's venue is to be treated with respect at all times. This includes all Club equipment All players must abide by the Club's Responsible Serving of Alcohol and Non-Smoking policies.
- **Equipment**
The Club's property is to be treated with respect and care at all times. Persons taking responsibility for the club equipment must ensure they take reasonable action to protect against theft and fire/damage.

Playing for the Club

- **Training**
All players are expected to attend all training sessions, permitting other commitments. The Coach or the Captain should be made aware if you are unable to attend training.
- **Selection**
The Match Committee will select all teams and consists of the Coaching Panel, team Captains and the Team Manager. Decisions made by the Match Committee should be respected, and the Coach or team Captain will endeavour to speak to any player who is promoted or demoted prior to the release of team sheets.
- **Match Day/Night**
All players are expected to arrive at the ground and be in the change rooms one hour (or at the Coach's/Captain's discretion) prior to the start of play. All players are expected to assist with any duties before or after the game as delegated by the Captain.
- **Fitness**
All players should achieve and maintain a fitness level as expected by the Coach and Captain. Any player that is injured and will be unavailable for training or selection must notify the Coach or Captain.
- **Social Functions**
Throughout the season there are events organised for all members of the Club. It is expected, where reasonable, that players attend club functions where possible. The Club is a non-profit, and all money raised from social functions is put back into the Club.

- **Club Duties**
Occasionally the Club requires members to fulfil duties such as umpiring and canteen/bbq management. Rosters are available on the Club website.
- **Uniform**
All players are expected to wear the official Club uniform during games. These can be purchased on the Club website and after training in the clubrooms.
- **Membership Fees**
All membership fees should be paid in full prior to the beginning of the season. Members wishing to arrange alternate payment options should speak to the Club Treasurer as soon as possible.

iii. Breaches of the Code

Members accused of a breach of the Code shall have the opportunity to explain the circumstances and the reasons for their behaviour before the Disciplinary Sub Committee.

The Disciplinary Sub Committee is made up of one executive Committee member, one non executive Committee member and the member's Team Manager.

Breaches of the Code may result in a temporary or permanent suspension from the Club. This may incur irrespective of any external penalty that may or may not be applied as a result of a report to Hockey Victoria. The decision of the Disciplinary Sub Committee shall be final with no right of appeal.

iv. Grievance Procedures

All members have the right to request grievance/dispute resolution proceedings. Members should speak to their Team Manager or otherwise a member of the Committee. Where reasonable, such proceedings will be kept confidential.