

CODE OF CONDUCT

April 2019

PURPOSE

The La Trobe University Hockey Club Code of Conduct establishes a standard of behaviour, expectations and professionalism for our players, coaches, officials and committee. In conjunction with other policies it outlines rules as well processes for disciplinary action and grievance resolution.

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.

BEHAVIOUR & POLICIES

All members must act in the spirit of the club:

- We play to win, within the rules and spirit of the game.
- Hockey is a team sport. We win and lose as one.
- If you are not enjoying yourself, speak to someone.
- If you do not understand the situation, ask someone.
- Respect the traditions, spirit and etiquette of the game. This includes showing respect towards yourself, your team, your coaches, the committee, the opposition, the officials and spectators.
- 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.
- We do not tolerate any discrimination, and it is the responsibility of all players to encourage others to participate regardless of race, religion, sexuality, gender or ability.
- Players must not have consumed drugs or alcohol before playing or training. For more information see our Alcohol Management Policy.
- Players under the age of 18 are not permitted to drink alcohol at any time. Assisting underage players to gain access to alcohol is considered a breach of this Code. For more information see our Alcohol Management Policy.
- Our venue and equipment, and those of other clubs, should be treated with respect at all times. People taking responsibility for club equipment

must ensure they take reasonable action to protect against theft and damage.

- All players are encouraged to attend all training sessions, permitting other commitments. In higher grades training attendance is expected. Your coach or captain should be made aware if you are unable to attend training.
- Selection decisions should be respected. A coach captain will endeavour to speak to any player who is promoted or demoted prior to the release of team sheets. For more information, please see our Selection Policy.
- Players are expected to arrive at the ground and be in the change rooms prior to the start of play (at a time of the coach or captain's discretion). All players are expected to assist with any duties before or after the game as delegated by the captain.
- If you are unable to play in your selected game, you should notify your coach or captain immediately.
- Players should maintain a fitness level as expected by the coach and captain. If you are injured and unavailable for training or selection, please notify your coach or captain.
- Players are required from time to time to fulfil duties such as umpiring and managing the BBQ. You will be notified when you are rostered.
- Players are expected to wear the official club uniform during games.
- 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.
- Content posted or shared on personal social media channels should not risk the reputation of the Club. For more information, please see our Social Media Policy.

POLICIES

In conjunction with this Code of Conduct, members and associates agree to the following policies:

- Selection Policy
- Social Media Policy
- Alcohol Management Policy
- Smoke Free Policy
- Safe Transport Policy
- Child Safety Policy

These can be found at latrobeunihockey.com/the-club/policies.html

POLICY REVIEW

The Club commits to review this Code and all other policies annually in order to remain relevant and reflect community expectations. Where changes are required the Club commits to seek views, comments and suggestions from a range of people across the club.

MEMBER PROTECTION & INFORMATION OFFICER

The club annually appoints a Member Protection & Information Officer (MPIO), whose responsibilities include assisting our members with grievance resolution and the disciplinary action process.

This person should be the first point of contact for all grievance related matters, including formally commencing the resolution process. They can also assist in answering questions regarding the Code of Conduct and related policies.

This role also acts as our Child Safety Officer for any questions specifically related to our Child Safety Policy.

The MPIO does not participate in any decisions regarding grievances or hearings. Instead the MPIO acts as the liaison between all relevant parties (i.e. the complainant, the respondent and the Committee). It is the MPIO's responsibility to communicate between parties and ensure the process is followed as outlined in this document and in compliance with the Club's Constitution.

Should the MPIO be the subject of the complaint (or the complainant), these responsibilities will be undertaken by the Club President (or the Vice President should similar conflicts of interest exist for the Club President).

DISCIPLINARY ACTION & PROCESS

As per Division 2 of the Constitution, the Club may take disciplinary action against a member for breaches of the Constitution, refusing to support the purpose of the Club, or having engaged in conduct prejudicial to the Club or La Trobe University.

This Code of Conduct extends the scope of the Constitution on which grounds for disciplinary action can be sought to include breaches of this Code.

The Constitution outlines the process for disciplinary action, whereby if the Executive Committee is satisfied there are sufficient grounds, a Disciplinary Sub Committee is appointed to hear the matter. The process for which, and rights of members, are outlined in the Constitution.

This Code of Conduct provides further requirements regarding membership of the Disciplinary Sub Committee, which should be made up of three people:

- 1 x Executive Committee member
- 1 x Non-Executive Committee member
- 1 x playing member, with at ten years membership at the club, with no current role on the Committee

Any member or associate can submit a complaint to commence the disciplinary action procedure by writing to the Executive Committee.

QUESTIONS

If you have any questions regarding this policy, please contact the Member Protection & Information Officer.