



**South West United Women's Hockey Club Inc.**  
**MEMBER PROTECTION POLICY**

**1 JANUARY 2007**

Review History

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## PREFACE

Statement by the President, South West United Women's Hockey Club Inc

- This policy has been developed to ensure that South West United Women's Hockey Club Inc. provides an environment safe for children and all its members that is free from harassment and abuse, and promotes respectful and positive behaviour and values.
- This policy provides a code of conduct forming the basis of appropriate and ethical conduct by which everyone must abide. The President and Committee members are committed to ensuring that everyone associated with the organisation complies with this policy.
- This policy is a vital part of our organisation's proactive and preventative approach to tackling inappropriate behaviour.

Wendy Stephens  
President  
South West United Women's Hockey Club Inc.  
January 2007

# **SOUTH WEST UNITED WOMEN'S HOCKEY CLUB INC.**

## **PART A – MEMBER PROTECTION POLICY**

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### **1. Mission Statement**

South West United Women's Hockey Club Inc. promotes the game of hockey and encourages its players, umpires and officials to reach their full potential. We endeavour at all times to provide an environment safe for children and all members that is free from harassment and abuse for everyone, and promotes respectful and positive behaviour.

### **2. Purpose of this policy**

This Member Protection Policy aims to ensure our core values, good reputation and positive behaviours and attitudes are maintained. It assists us in ensuring that every person involved in our club is treated with respect and dignity, and is safe and protected from abuse. This policy also ensures that everyone involved in our club is aware of his or her legal and ethical rights and responsibilities.

The policy attachments provide the procedures that support our commitment to eliminating discrimination, harassment, child abuse and other forms of inappropriate behaviour from our sport. As part of this commitment, South West United Women's Hockey Club Inc. will take the necessary disciplinary action against any person or organisation bound by this policy if they breach it.

The policy starts on 1 January 2007 and will operate until replaced. This policy and/or its attachments may be amended from time to time by resolutions of the Executive Committee at the time. Copies of the policy and its attachments can be obtained by contacting the Secretary.

### **3. Who this Policy Applies To**

This policy applies to the following, whether they are in a paid or unpaid/voluntary capacity:

- Individuals sitting on the South West United Women's Hockey Club Inc. committees and sub-committees;
- Employees and volunteers;
- Support personnel (e.g. managers, sport trainers);
- Coaches and assistant coaches;
- Players;
- Referees, umpires and other club officials;
- Members, including life members;
- Parents, guardians, spectators and sponsors to the full extent that is possible.

This policy will continue to apply to a person even after they have stopped their association or employment with South West United Women's Hockey Club Inc. if disciplinary action, relating to an allegation of child abuse against that person, has commenced.

### **4. Code of Conduct**

South West United Women's Hockey Club Inc. requires every individual and organisation bound by this policy to:

- 4.1 be ethical, fair and honest in all their dealings with other people and South West United Women's Hockey Club Inc.
- 4.2 treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- 4.3 always place the safety and welfare of children above other considerations;
- 4.4 comply with South West United Women's Hockey Club Inc. constitution, rules and policies including this member protection policy;
- 4.5 operate within the rules and spirit of the sport;
- 4.6 comply with all relevant Australian laws (Federal and State), particularly anti-discrimination and child protection laws;
- 4.7 be responsible and accountable for their conduct; and
- 4.8 abide by the general and Role-Specific Codes of Conduct outlined in Part D of this policy.

## **5. Organisational Responsibilities**

The South West United Women's Hockey Club Inc. must:

- 5.1 Adopt, implement and comply with this policy;
- 5.2 Promote appropriate standards of conduct at all times;
- 5.4 Promptly deal with any breaches of or complaints made under this policy in an impartial, sensitive, fair, timely and confidential manner;
- 5.6 Recognise and enforce any penalty imposed under this policy;
- 5.7 Ensure that a copy of this policy is available or accessible to the persons to whom this policy applies;
- 5.8 Appoint or have access to appropriately trained people to handle unresolved complaints.

## **6. Individual Responsibilities**

Individuals bound by this policy are responsible for:

- 6.1 Making themselves aware of the policy and complying with the standards of conduct outlined in this policy;
- 6.2 Consenting to a national police check if the individual holds or applies for a role that involves regular contact with people under the age of 18 years.
- 6.3 Complying with all other requirements of this policy;
- 6.4 Co-operating in providing a sporting environment free from discrimination, child abuse and harassment;
- 6.5 Understanding the possible consequences of breaching this policy.

## **7. Policy Position Statements**

### **7.1 Child Protection Policy**

Every person and organisation bound by this policy must always place the safety and welfare of children above all other considerations.

South West United Women's Hockey Club Inc. acknowledges that our members and volunteers provide a valuable contribution to the positive experiences of our juniors. South West United Women's Hockey Club Inc. aims to ensure this continues and to protect the safety and welfare of its junior participants. Several measures will be used to achieve this such as:

- Prohibiting any form of abuse against children;
- Providing opportunities for our juniors to contribute to and provide feedback on our program development;
- Carefully selecting and screening people whose role may require them to have regular contact with children. (Screening procedures are outlined in Part B of this policy);
- Ensuring our codes of conduct, particularly for roles associated with junior sport, are promoted, enforced and reviewed;
- Providing procedures for raising concerns or complaints (our complaints procedure is outlined in Part C of this policy); and
- Providing education and/or information to those involved in our sport on child abuse and child protection.

South West United Women's Hockey Club Inc. requires that any child who is abused or anyone who reasonably suspects that a child has been or is being abused by someone within our sport, to report it immediately to the police or relevant government agency and the President of South West United Women's Hockey Club Inc.

All allegations of child abuse will be dealt with promptly, seriously, sensitively and confidentially. A person will not be victimised for reporting an allegation of child abuse and the privacy of all persons concerned will be respected.

If anyone bound by this policy reasonably suspects that a child is being abused by his or her parent/s, they are advised to contact the relevant government department for youth, family and community services.

## 7.2 Anti-Discrimination and Harassment Policy

South West United Women's Hockey Club Inc. aims to provide a sport environment where all those involved in its activities are treated with dignity and respect, and without harassment or discrimination.

South West United Women's Hockey Club Inc. recognises that all those involved in its activities cannot enjoy themselves, perform to their best, or be effective or fully productive if they are being treated unfairly, discriminated against or harassed because of their age, disability, family responsibilities, gender identity, homosexuality or sexual orientation, irrelevant medical or criminal record, marital status, political belief, pregnancy or breastfeeding, race, religion, sex, social origin and/or trade union membership/activity.

South West United Women's Hockey Club Inc. prohibits all forms of harassment and discrimination based on personal characteristics. Discrimination and harassment are extremely distressing, offensive, humiliating and/or threatening and create an uncomfortable and unpleasant environment. In most circumstances discrimination and harassment are against the law.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy, please refer to our complaints procedure outlined in attachment C of this policy.

## 7.3 Pregnancy Policy

South West United Women's Hockey Club Inc. is committed to providing an inclusive sporting environment for pregnant women involved in its activities. South West United Women's Hockey Club Inc. expects everyone bound by this policy to treat pregnant women with dignity and respect and to remove any unreasonable barriers to participation in our sport that disadvantage them. We will not tolerate any unlawful discrimination or harassment against pregnant women or women who may become pregnant.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this policy, please refer to our complaints procedure outlined in attachment C of this policy.

South West United Women's Hockey Club Inc. strongly encourages all players, on confirmation of their pregnant status, to seek medical advice in respect to their own medical position and the medical position of the unborn child, and to consult closely with the medical practitioner if/whilst the pregnant player continues to participate in hockey fixtures and training.

Pregnant players are also strongly encouraged to obtain relevant advice as to their position – legal and/or otherwise – regarding the mother's duty of care to the unborn child.

It is the responsibility of the pregnant player to inform their coaches, trainers etc at South West United Women's Hockey Club Inc. of their pregnant status and condition.

Given the high risk nature of hockey, where contact between players, the ball, hockey sticks and fixed structures such as goal boxes is possible, South West United Women's Hockey Club Inc. strongly recommends that it is in the best interest of the pregnant player, unborn child, fellow team members, and the members of the opposition team that pregnant players are discouraged from participating in hockey fixtures at the end of their first trimester of pregnancy.

South West United Women's Hockey Club Inc. committee, coaches, team managers, or anyone else involved in the club cannot be held liable for any injury to pregnant players who continue to play hockey without or against medical advice.

## 7.4 Gender Identity Policy

South West United Women's Hockey Club Inc. recognises that the exclusion of transgender or transsexual people from participation in sporting events has significant implications for their health, well-being and involvement in community life. In general South West United Women's Hockey Club Inc. will facilitate transgender or transsexual persons participating in our sport if the sex with which they identify is female.

South West United Women's Hockey Club Inc. also recognises there is debate over whether a male to female transgender person obtains any physical advantage over other female participants. This debate is reflected in the divergent discrimination laws across the country. If issues of performance advantage arise, South West United Women's Hockey Club Inc. will seek advice on the application of those laws in the particular circumstances.

## 7.5 Sun Safe Policy

Queensland has the highest rate of skin cancer in the world. Of all new cancers diagnosed in Australia each year, 80% are skin cancers. Given sporting events often take place during peak ultraviolet radiation (UVR) times throughout the day, sporting organisations play a major role in both minimizing UVR exposure and providing an environment where policies and procedures can positively influence long-term Sun Safe behaviour.

Skin damage, including skin cancer, is the result of cumulative exposure to the sun. Research shows severe sunburn contributes to skin cancer and other forms of skin damage such as sunspots, blemishes and premature ageing. Most skin damage and skin cancer is therefore preventable.

With this in mind, South West United Women's Hockey Club Inc. endeavours to encourage the club's players, organisers, officials, coaches and spectators in Sun Safe behaviour, both in summer and winter, and thus reduce the risk of skin damage from over-exposure to the sun. While South West United Women's Hockey Club Inc. encourages sun protection when at training and competition, it is accepted that ultimately, the responsibility is that of each individual and/or parent.

### Our commitment

South West United Women's Hockey Club Inc. will:

- consider The Cancer Council Queensland guidelines for Sun Safe clothing when choosing, designing or redesigning uniforms;
- provide suitable shade structures for events where existing shade is not adequate for members and encourage spectators to bring their own portable shade structures;
- regularly reinforce the Sun Safe policy through newsletters and club activities;
- encourage all coaches and adult members of the club to act as positive role models for younger members in all aspects of Sun Safe behaviour by:
  - wearing appropriate hats and clothing for all outdoor activities;
  - using SPF 30+ broad-spectrum, water-resistant sunscreen;
  - seeking shade whenever possible; and
  - wearing sunglasses that meet the Australian Standard (except when playing hockey, unless prior permission has been received in accordance with BWA rules).

### Our expectations

Members will:

- be aware of the club's Sun Safe policy
- take responsibility for their own health and safety by being Sun Safe;
- comply with Sun Safe guidelines by wearing suitable hats, clothing, sunscreen and sunglasses;
- apply SPF 30+ broad-spectrum, water-resistant sunscreen 20 minutes before going outdoors;
- use shaded or covered areas, wherever possible;
- act as positive role models for other members and spectators in all aspects of Sun Safe behaviour.

## **8. Complaints Procedures**

### **8.1 Complaints**

South West United Women's Hockey Club Inc. aims to provide an easy to use, confidential and trustworthy procedure for complaints based on the principles of natural justice. Any person may report a complaint (complainant) about a person/s or organisation bound by this policy if they reasonably believe that a person/s or a sporting organisation has breached this policy. A complaint should be reported to the President of South West United Women's Hockey Club Inc.

A complaint may be reported as an informal or formal complaint. The complainant decides whether the complaint will be dealt with informally or formally unless the Executive Committee considers that the complaint falls outside the parameters of this policy and would be better dealt with another way.

All complaints will be dealt with promptly, seriously, sensitively and confidentially. Our complaint procedures are outlined in attachment C of this policy.

### **8.2 Vexatious Complaints & Victimisation**

South West United Women's Hockey Club Inc. aims to ensure our complaints procedure has integrity and is free of unfair repercussions or victimisation. If at any point in the complaint process the Executive Committee considers that a complainant has knowingly made an untrue complaint or the complaint is vexatious or malicious, disciplinary action against the complainant will be instigated.

South West United Women's Hockey Club Inc. will also take all necessary steps to make sure that people involved in a complaint are not victimised by anyone for coming forward with a complaint or for helping to resolve it. Disciplinary measures will be imposed on anyone who victimises another person for making a complaint.

### **8.3 Mediation**

South West United Women's Hockey Club Inc. aims to resolve complaints with the minimum of fuss wherever possible. In many cases, complaints can be sorted out by agreement between the people involved with no need for disciplinary action. The people involved in a formal complaint - the complainant and the person complained about (respondent) - may also seek the assistance of a neutral third person or a mediator.

### **8.4 Tribunals**

If no resolution can be reached, the Executive Committee will seek further advice which may include the formation of a tribunal to hear a formal complaint.

## **9. What is a Breach of this policy?**

It is a breach of this policy for any person or organisation to which this policy applies, to have been found to have

- 9.1 Done anything contrary to this policy;
- 9.2 Breached the Code of Conduct and Role-Specific Codes of Conduct;
- 9.3 Brought the game of hockey into disrepute;
- 9.4 Failed to follow South West United Women's Hockey Club Inc. policies and procedures for the protection, safety and welfare of children;
- 9.5 Appointed or continued to appoint a person to a role that involves working with children and young people contrary to this policy;
- 9.6 Discriminated against or harassed any person;
- 9.7 Victimised another person for reporting a complaint;
- 9.8 Engaged in a sexually inappropriate relationship with a person that the person supervises, or has influence, authority or power over;
- 9.9 Disclosed to any unauthorised person or organisation any South West United Women's Hockey Club Inc. information that is of a private, confidential or privileged nature;
- 9.10 Made a complaint they knew to be untrue, vexatious, malicious or improper;

- 9.11 Failed to comply with a penalty imposed after a finding that the individual or organisation has breached this policy;
- 9.12 Failed to comply with a direction given to the individual or organisation during the discipline process.

## **10. Forms of Discipline**

If an individual or organisation to which this policy applies breaches this policy, one or more forms of discipline may be imposed. These may include making a verbal or written apology, paying a fine, being suspended or de-registered or having a person's appointment or employment terminated.

## **PART B - ATTACHMENTS: CHILD PROTECTION REQUIREMENTS**

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### **Background**

Child Protection is about keeping children safe from abuse and protecting them from people who are unsuitable to work with children. Child abuse is illegal in all states and territories of Australia, with each having their own child protection laws that cover the reporting and investigation of cases of child abuse.

Queensland child protection legislation places specific requirements upon individuals and organisations involved in a range of areas including sport and recreation.

As part of South West United Women's Hockey Club Inc. commitment to protecting the safety and welfare of children and young people involved in Club activities, it requires the following measures to be met.

- Provide opportunities for juniors to contribute to and provide feedback on program development;
- Provide education and/or information on child abuse and child protection to those involved in our sport such as coaches, juniors, parents and officials; and
- Where applicable meet the requirements outlined in Queensland Blue Card Requirements.

### **QUEENSLAND BLUE CARD REQUIREMENTS**

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In Queensland the *Commission for Children and Young People and Child Guardian Act 2000* requires people who work with children under 18 years of age in certain categories of employment regulated by the Act, and people carrying on certain categories of business regulated by the Act to hold a blue card, unless specifically exempt.

When a person applies for a blue card the Commission conducts a Working with Children Check which is an assessment of a person's eligibility to work with children based on their criminal history, certain disciplinary information (if any) and investigative information (if any) held by the police commissioner. If a person is eligible for a blue card, the Commission issues a positive notice letter and a blue card, which remains current for a period of 3 years.

Full details of the requirements can be found at [www.ccypcg.qld.gov.au](http://www.ccypcg.qld.gov.au).

### **Risk management**

Amendments to the Act, effective January 2005, require organisations engaging paid employees or volunteers that need a blue card, and persons or organisations carrying on a business for which a blue card is required to develop and implement annually, a risk management strategy to promote the well-being of children in their care and protect them from harm.

## **PART C - ATTACHMENTS: COMPLAINTS PROCEDURE**

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A complaint can be about an act, behaviour, omission, situation or decision that someone thinks is unfair, unjustified, unlawful and/or a breach of this policy. Complaints will always vary. They may be about individual or group behaviour; they may be extremely serious or relatively minor; they may be about a single incident or a series of incidents; and the person about whom the allegation is made may admit to the allegations or emphatically deny them.

Given all of the variables that can arise, South West United Women's Hockey Club Inc. provides a complaint procedure that people may use/enter at any stage. Individuals and organisations to which this policy applies may also pursue their complaint externally under anti-discrimination, child-protection or other relevant legislation.

All complaints will be kept confidential and will not be disclosed to another person without the complainant's consent except if law requires disclosure or if disclosure is necessary to effectively deal with the complaint.

### **MAKING A COMPLAINT**

#### **Step 1**

As a first step you (the complainant) should try to sort out the problem with the person or people involved if you feel able to do so.

#### **Step 2**

If the first step is not possible/reasonable; or you are not sure how to handle the problem by yourself; or you just want to talk confidentially about the problem with someone and get some more information about what you can do; or the problem continues after you tried to approach the person or people involved; then the matter should be reported to the President/Executive Committee of South West United Women's Hockey Club Inc.

The President /Executive Committee will:

- take notes about your complaint
- try to sort out the facts of the problem;
- ask what outcome/how you want the problem resolved and if you need support;
- discuss possible options for you to resolve the problem;
- explain how our complaints procedure works;
- act as a support person if you so wish;
- refer you to an appropriate person to help you resolve the problem, if necessary;
- inform the relevant government authorities and/or police if required by law to do so; and
- Maintain strict confidentiality.

#### **Step 3**

After talking with the President/Executive Committee you may decide:

- the problem is minor and you do not wish to take the matter forward;
- to try and work out your own resolution; or
- to seek an informal mediated resolution with the help of a third person (such as a mediator or a Manager).

If you wish to remain anonymous, the South West United Women's Hockey Club Inc. cannot assist you to resolve your complaint. We have to follow the principles of natural justice and be fair to both sides. This means that the South West United Women's Hockey Club Inc. or you may be required to provide the person/people you have complained about with full details of the complaint so they have a fair chance to respond to all the allegations.

#### **Step 4**

If your complaint is not resolved to your satisfaction, you may:

- make a formal complaint in writing to the President
- approach a relevant external agency such as an equal opportunity commission, for advice.

#### **Step 5**

If you decide to make a formal complaint in writing under Step 4, the President will, on receiving the formal complaint and based on the material you have provided, decide whether:

- they are the most appropriate person to receive and handle the complaint;
- the nature and seriousness of the complaint warrants a formal resolution procedure. Some complaints may be of a minor and/or purely personal nature with no connection to the activities of the South West United Women's Hockey Club Inc. In these cases, the President and the Executive Committee may determine that the complaint does not warrant a formal resolution procedure;
- to appoint a person to investigate the complaint;
- to refer the complaint to an informal or formal mediation session;
- to refer the complaint to a hearings tribunal;
- to refer the matter to the police or other appropriate authority; and/or
- to implement any interim administrative or other arrangements that will apply until the complaint process set out in these Procedures is completed.

If the President/Executive Committee is the appropriate body to handle the complaint they will, to the extent that these steps are necessary:

- get full information from you (the complainant) about your complaint and how you want it resolved;
- put the information they've received from you to the person/people you're complaining about and ask them to provide their side of the story;
- decide whether they have enough information to determine whether the matter alleged in your complaint did or didn't happen; and/or
- determine what, if any, further action to take. This action may include disciplinary action, appointing a person to investigate the complaint, referring the complaint to an informal or a formal mediation session or a hearings tribunal and/or referring the complaint to the police or other appropriate authority.

#### **Step 6**

##### **External procedure**

There may be a range of external options available to you depending on the nature of your complaint. If you feel that you have been harassed or discriminated against, you can seek advice from the equal opportunity commission without being obliged to make a formal complaint. If the commission advises you that the problem appears to be a type of harassment that comes within its jurisdiction, you may then make a decision as to whether or not to lodge a formal complaint with the anti-discrimination commission.

If you do lodge a complaint under anti-discrimination law, you may use an appropriate person as a support person throughout the process. It is also common to have a legal representative, particularly at the hearing stage of a complaint.

## **PART D - ATTACHMENTS: GENERAL AND ROLE-SPECIFIC CODES OF CONDUCT**

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### ***General Code of Behaviour***

As a member of South West United Women's Hockey Club Inc. or a person required to comply with their Member Protection Policy as described in Part A point 3, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by South West United Women's Hockey Club Inc. or a member association.

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealing with others.
3. Be professional in, and accept responsibility for, your actions.
4. Make a commitment to providing quality service.
5. Be aware of, and maintain an uncompromising adherence to hockey's standards, rules, regulations and policies.
6. Operate within the rules of the sport including national and international guidelines which govern hockey, the member associations and the affiliated clubs.
7. Do not use your involvement with South West United Women's Hockey Club Inc. to promote your own beliefs, behaviours or practices where these are inconsistent with those of South West United Women's Hockey Club Inc. or a member association.
8. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example.
9. Avoid unaccompanied and unobserved activities with persons under 18 years of age, wherever possible.
10. Refrain from any form of harassment of others.
11. Refrain from any behaviour that may bring the game of hockey or a member association into disrepute.
12. Refrain from interfering with or encroaching on another coach's games and/or training sessions.
13. Provide a safe environment for the conduct of the activity.
14. Show concern and caution towards others who may be sick or injured.
15. Be a positive role model.
16. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

### ***Coach Code of Behaviour***

In addition to the general code of behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by South West United Women's Hockey Club Inc. or a member association.

1. Do not tolerate acts of aggression.
2. Provide feedback to players and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
3. Recognise players' rights to consult with other coaches and advisers.
4. Treat all players fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
5. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions and actions.
6. Involve the players in decisions that affect them.
7. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
8. Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players.
9. Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.

10. Be acutely aware of the power that you as a coach develop with your players in the coaching relationship and avoid any sexual intimacy with players that could develop as a result.
11. Avoid situations with your players that could be construed as compromising.
12. Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances.
13. Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players.
14. Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
15. Never solicit players from another coach without first involving the player's coach.
16. Know and abide by rules, regulations and standards, and encourage players to do likewise. Accept both the letter and the spirit of the rules.

### ***Official Code of Behaviour***

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by South West United Women's Hockey Club Inc. or a member association in your role as an official appointed by South West United Women's Hockey Club Inc. or a member association:

1. Place the safety and welfare of the players/participants above all else.
2. Accept responsibility for all actions taken.
3. Be impartial.
4. Avoid any situation which may lead to a conflict of interest.
5. Be courteous, respectful and open to discussion and interaction.
6. Value the individual in sport.

### ***Player Code of Behaviour***

In addition to the General Code of Behaviour, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by South West United Women's Hockey Club Inc. or a member association in your role as a player:

1. Respect the rights, dignity and worth of fellow players, coaches, officials and spectators.
2. Do not tolerate acts of aggression.
3. Respect the talent, potential and development of fellow players and competitors.
4. Care for and respect the equipment provided to you as part of your program.
5. Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
6. Conduct yourself in a professional manner relating to language, temper and punctuality.
7. Maintain high personal behaviour standards at all times.
8. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
9. Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.
10. Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

### ***Parent/Guardian Code of Behaviour***

As a parent/guardian of a player/participant in any activity held by or under the auspices of South West United Women's Hockey Club Inc. or a member association, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the rights, dignity and worth of others.
2. Remember that your child participates in sport for their own enjoyment, not yours.
3. Focus on your child's efforts and performance rather than winning or losing.
4. Never ridicule or yell at your child and other children for making a mistake or losing a competition.
5. Show appreciation for good performance and skilful plays by all players (including opposing players).
6. Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
7. Respect officials' decisions and teach children to do likewise.
8. Do not physically or verbally abuse or harass anyone associated with the sport (player, coach, umpire etc.).
9. Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
10. Be a positive role model.
11. Understand the repercussions if you breach, or are aware of any breaches of, this code of behaviour.

### ***Spectator Code of Behaviour***

As a spectator in any activity held by or under the auspices of South West United Women's Hockey Club Inc. or a member association, you must meet the following requirements in regard to your conduct during any such activity or event:

1. Respect the decisions of officials and teach young people to do the same.
2. Never ridicule or scold a young player for making a mistake. Positive comments are motivational.
3. Condemn the use of violence in any form, whether it is by other spectators, coaches, officials or players.
4. Show respect for your team's opponents. Without them there would be no game.
5. Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass players, coaches, officials or other spectators).
6. Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.