



Code of Conduct

The way we behave at our Club

Mentone Hockey Club is committed to fostering a sporting culture where all individuals are treated with fairness, dignity and respect. We support equal opportunity and prohibit harassment, bullying and discriminatory practices.

Everyone involved with our Club—whether it be as an employee, volunteer, athlete, parent or spectator—has a role to play in ensuring we provide a safe, supportive and positive environment. This means there is an expectation of appropriate behaviour from *you*.

Please read this document carefully. Adherence to our Code of Conduct is mandatory, and Mentone Hockey Club will take action against any individual who fails to comply. This may result in counselling, suspension and/or expulsion.

All Individuals

- Operate within the rules and spirit of the game, promoting fair play over winning at any cost.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each person as an individual.
- Display control and courtesy to all involved with the sport.
- Respect the rights and worth of every person regardless of their gender, ability, cultural background, sexual preference or religion.

- Respect the decisions of officials, coaches and administrators.
- Where you are in a supervisory capacity or where a power imbalance exists, avoid unaccompanied and unobserved one-on-one activity with people under the age of 18 years, wherever practical.
- Adopt appropriate and responsible behaviour in all interactions.
- Act responsibly in relation to alcohol and other drugs.
- Behave with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a safe and harassment-free environment.
- Do not tolerate harmful or abusive behaviours.
- Always aim to be a positive ambassador for Mentone Hockey Club and uphold our positive image and reputation.
- Comply with all Mentone Hockey Club policies and regulations.

Athletes

- Give your best at all times.
- Participate for your own enjoyment and benefit.
- Aim to be a team player.
- Participate in, and appear on time, at all competitions, training sessions, events or activities where you have made a commitment.

Coaches

- Place the health, safety and welfare of the athletes above all else.

- Help each person (athlete, official, etc.) reach their full potential. Respect the talent, developmental stage and goals of each person, and compliment and encourage with supportive feedback.
- Ensure any physical contact is appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications to be misrepresented.
- Consistently demonstrate ethical conduct.
- Do not engage in an intimate or sexual relationship with an athlete under the age of 18 years, or an older athlete if you are in a position of power, trust or authority over the athlete.

Officials/Team Managers

- Place the safety and welfare of the athletes above all else.
- Be consistent and impartial when making decisions.
- Address unsporting behaviour and promote respect for all people.

Administrators

- Act honestly, in good faith and in the best interests of the sport as a whole.
- Ensure that any information acquired, or advantage gained, from the position is not used improperly.
- Conduct your responsibilities with due care, competence and diligence.
- Do not allow prejudice, conflict of interest or bias to affect your objectivity.

Parents

- Encourage children to participate and have fun.
- Focus on the child's performance and effort rather than on winning or losing.
- Never ridicule or yell at a child for making a mistake or losing a competition.

- Encourage children to resolve conflict without resorting to hostility or violence.
- Refrain from approaching coaches, umpires and officials unless permission is granted.
- Refrain from stepping onto the playing surface or going near the bench unless permission is granted.

Spectators

- Respect the performance and efforts of all people.
- Reject the use of derogatory comments, abusive language and violence in any form, whether it is by other spectators, coaches, officials or athletes.

When you have a concern

If you encounter behaviour that you think breaches our Code of Conduct, report the matter directly to the Club's President. This will ensure that the matter is given priority and that the details are kept confidential.

Widely sharing the details could hinder any future investigation and potentially cause harm to those involved.

Reports made in good faith will be promptly investigated and you will be advised of the outcomes.

Mentone Hockey Club will act to protect all complainants from any reprisals for sharing information in good faith. On the other hand, anyone found to have made a false or vexatious report may face disciplinary action.

The President can be reached at president@mentonehockey.org.au

