



## COACHES' CODE OF BEHAVIOUR & ETHICS

In addition to the Club's General Code of Behaviour & Ethics, all Club member players are required to meet the following requirements in regard to their behaviour during any activity sanctioned by the Club, Ice Hockey Australia, its Member State Association or an Affiliated Club:

---

1. Respect the rights, dignity and worth of every human being.
  - Within the context of the activity, treat everyone equally regardless of sex, disability, ethnic origin or religion.
  - Encourage and support opportunities for people to learn appropriate behaviours and skills.
2. Ensure the athlete's time spent with you is a positive experience.
  - All athletes are deserving of equal attention and opportunities.
3. Treat each athlete as an individual.
  - Respect the talent, developmental stage and goals of each individual athlete.
  - Help each athlete reach their full potential. Support opportunities for participation in all aspects of the sport.
  - Be honest and do not allow your qualifications to be misrepresented.
4. Act with integrity and objectivity, and accept responsibility for your decisions and actions.
  - Display high standards in your language, manner, punctuality, preparation and presentation.
  - Display control, respect, dignity and professionalism to all involved with the sport – this includes opponents, coaches, officials, administrators, the media, parents and spectators.
  - Encourage athletes to demonstrate the same qualities
5. Make a commitment to providing a quality service to your athletes.
  - Maintain or improve your current NCAS accreditation.
  - Help each person (athlete, official etc) reach their potential - respect the talent, developmental stage and goals of each person and compliment and encourage with positive and supportive feedback.
6. Operate within the rules and spirit of your sport, promoting fair play over winning at any cost.
  - The guidelines of national and international bodies governing your sport should be followed. Please contact your sport for a copy of its rule book, constitution, by-laws, relevant policies (e.g. anti-doping policy, selection procedures etc.)
    - Coaches should educate their athletes on drugs in sport issues in consultation with the Australian Sports Anti-Doping Authority. (ASADA)
7. Any physical contact with athletes should be appropriate to the situation and necessary for the athlete's skill development

- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18
  - Any physical contact with a person should be appropriate to the situation and necessary for the person's skill development.
8. Refrain from any form of personal abuse towards your athletes.
    - This includes verbal, physical and emotional abuse.
    - Be alert to any forms of abuse directed towards your athletes from other sources whilst they are in your care.
  9. Ensure your decisions and actions contribute to a harassment free environment.
    - This includes sexual and racial harassment, racial vilification and harassment on the grounds of disability.
    - Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion.
    - You should not only refrain from initiating a relationship with an athlete, but should also discourage any attempt by an athlete to initiate a sexual relationship with you, explaining the ethical basis of your refusal.
    - Do not tolerate harmful or abusive behaviours.
  10. Provide a safe environment for training and competition.
    - Ensure equipment and facilities meet safety standards.
    - Ensure equipment, rules, training and the environment is appropriate for the age and ability of the athletes.
    - Ensure your decisions and actions contribute to a safe environment.
    - Place the safety and welfare of the athletes above all else.
  11. Show concern and caution towards sick and injured athletes.
    - Provide a modified training program where appropriate.
    - Allow further participation in training and competition only when appropriate.
    - Encourage athletes to seek medical advice when required.
    - Maintain the same interest and support towards sick and injured athletes.
  12. Be a positive role model for your sport and athletes.
    - Respect the decisions of officials, coaches and administrators in the conduct of the sport.
  13. Adhere to the Australian Sports Commission's / Ice Hockey Australia 's Sport's Anti-Doping Policy
    - Adopt responsible behaviour in relation to alcohol and other drugs.
    - Be knowledgeable of, and comply with, all applicable anti-doping policies and rules
    - Use your influence to foster positive anti-doping attitudes
    - Support the initiatives of the Australian Sports Commission/your sport and other applicable organisations to stop doping in sport
    - Cooperate with the Australian Sports Commission /your sport and other applicable organisations in relation to the conduct of any investigation or hearing into an alleged anti-doping policy breach
    - Understand the process for reporting, investigating and determining breaches as set out in the Australian Sports Commission's/your sport's anti-doping policy
    - Give due and proper consideration as to whether you also have a responsibility to act under the Australian Sports Commission's/your sport's code of conduct
    - Act in a discreet and confidential manner in discharging your obligations