

**Attachment 2****Hockey NSW Team Officials Code of Conduct (per the HA Member Protection Policy)**

As a coach, manager, or team official selected to represent Hockey NSW (HNSW) in an event that is conducted or sanctioned by HNSW, you must meet the following requirements with regard to your conduct as follows:

1. Treat all players with respect at all times.
2. Do not tolerate acts of aggression.
3. Make a commitment to providing a quality service to your players. Provide a training program which is planned and sequential. Maintain or improve your current NCAS accreditation, seek continual improvement through performance appraisal and ongoing coach education and be open to other people's opinions. Provide a safe environment for training and competition.
4. Provide feedback to players and other participants in a manner sensitive to their needs that is relevant and pertinent. Avoid overly negative feedback and enforce that coming first is not always the priority.
5. Recognise players' rights to consult with other coaches, managers and advisers. Cooperate fully with other specialists (for example, sports scientists, doctors, and physiotherapists). Place the safety and welfare of the players above all else. Be courteous, respectful, and open to discussion and interaction.
6. 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.
7. Determine, in consultation with the player, what information is confidential and respect that confidentiality.
8. Encourage and facilitate players' independence and responsibility for their own behaviour, performance, decisions, and actions.
9. Involve the players in decisions that affect them.
10. Encourage players to respect one another and to expect respect for their worth as individuals regardless of their level of play.
11. Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the players. Recognise individual differences in players and cater to these as best you can.
12. Ensure any physical contact with players is appropriate to the situation and necessary for the player's skill development.
13. Be acutely aware of the power that you as a coach / manager / health professional develop with your players in the coaching / managerial / professional relationship and avoid any sexual intimacy with players that could develop as a result.
14. Avoid situations with your players that could be construed as compromising.
15. Avoid situations that may lead to a conflict of interest.
16. Adhere to the HA Anti-Doping Policy.
17. Actively discourage the use of performance enhancing drugs, and the use of illegal substances.
18. Actively discourage the regular use of alcohol and tobacco.
19. Abide by the relevant Child Protection Requirements and Legislation in the State you perform your duties.
20. Do not exploit any coaching, managerial or professional relationships to further personal, political, or business interests at the expense of the best interest of your players.
21. Accept and respect the role of all officials in ensuring that competitions are conducted fairly and according to established rules and behave in a sportsmanlike manner at all times to other coaches, officials, players, and spectators.

Addendum for 2024:

- All players and officials must attend all training sessions at the Women's Masters National Championships
- It will be permissible to check-in to the Contingent Accommodation any time between Tuesday 25<sup>th</sup> June 2024 and Thursday 27<sup>th</sup> June by 5pm. Players and officials must attend all team meetings and social functions during this period but do not necessarily have to stay at the contingent accommodation.
- On the evening prior to a rest or bye day, contingent members will be permitted to leave the contingent accommodation overnight. Departure and return times will be determined by the Team Coach and Manager according to the team schedule and will be strictly adhered to. Failure to do so will result in a disciplinary meeting with the team manager and State Contingent Manager.