

Underwater Hockey New Zealand Inc

Code of Conduct



- 1 *Underwater Hockey New Zealand Inc (“UWHNZ”) is committed to ensuring that underwater hockey is a safe and enjoyable sport for its members. This Code of Conduct establishes the standards of behaviour that UWHNZ expects its members to follow.*

General Code of Conduct

- 2 *The following Code of Conduct applies to all UWHNZ members when they are participating in underwater hockey:*
- *Respect the rights, dignity and worth of others;*
 - *Be fair, considerate and honest in all dealings with others;*
 - *Be professional in, and accept responsibility for, their actions;*
 - *Make a commitment to providing quality service and performance;*
 - *Be aware of, and maintain an uncompromising adherence to the standards and rules of underwater hockey;*
 - *Operate within the Constitution, Regulations, Policies and Procedures of UWHNZ;*
 - *Refrain from any form of abuse, harassment, discrimination, victimisation towards others;*
 - *Show concern and caution towards others who may be sick or injured.*
 - *Be a positive role model;*
 - *Not speak to any media in a negative way regarding UWHNZ;*
 - *Never act in any way that may bring disrepute or disgrace to UWHNZ, its stakeholders and/or its sponsors, potential sponsors and/or partners.*
- UWHNZ expect all members, players, coaches, managers, referees and officials alike, to abide by the Code of Conduct and the principles and values that underlie it in their behaviour relating to underwater hockey.*

Players

- 3 *In addition to the Code of Conduct above, a player will:*
- *agree to abide by the Code of Conduct;*
 - *never verbally abuse a referee or official and always use the appropriate rules and guidelines to resolve a dispute;*
 - *conduct yourself in a sportsman-like manner and respect fellow players, coaches, managers, staff, officials and the achievement of opponents;*
 - *not bully or take an unfair advantage of another competitor;*
 - *co-operate with his or her coach, manager and team mates;*
 - *behave and dress in a dignified manner while involved in UWHNZ competitions or training camps or on tours with UWHNZ representative teams;*
 - *refrain from possessing, purchasing or consuming performance enhancing or mind-altering drugs or other prohibited substances while involved in UWHNZ competitions or training camps or on tours with UWHNZ representative teams.*

- *refrain from possessing, purchasing or consuming alcohol and tobacco while involved in UWHNZ training camps or on tours with UWHNZ representative teams without the agreement of the Team Manager and Head Coach.*
- *comply with training, competition, curfew and behaviour requirements directed by UWHNZ, while involved in UWHNZ training camps or on tours with UWHNZ representative teams;*
- *not use offensive or discriminatory language or behaviour or do anything which may demean another person on the ground of gender, ability, race, cultural background or religion.*

Coaches

4 *In addition to the Code of Conduct above, a Coach will:*

- *Agree to abide by the Code of Conduct;*
- *Respect the rights, dignity and worth of every individual Team Member as a human being:*
 - *treat everyone equally regardless of gender, ethnic origin or religion;*
 - *respect the talent, developmental stage and goals of each Team Member in order to help each Team Member reach their full potential;*
- *Maintain high standards of integrity:*
 - *operate within the rules of underwater hockey and in the spirit of fair play, while encouraging Team Members to do the same;*
 - *advocate a sporting environment free of drugs and other performance enhancing substances within the guidelines of the Drug Free Sport NZ;*
 - *not disclose any confidential information relating to Team Members without prior consent;*
- *Be a positive role model for underwater hockey and the Team Members and act in a way that projects a positive image of coaching:*
 - *give all Team Members equal attention and opportunities;*
 - *ensure Team Members' time spent with him or her is a positive experience;*
 - *be fair, considerate and honest with Team Members;*
 - *encourage and promote a healthy lifestyle and refrain from smoking and drinking alcohol around Team Members;*
- *Professional responsibilities:*
 - *display high standards in language, manner, punctuality, preparation and presentation;*
 - *display control, courtesy, respect, honesty, dignity and professionalism to all involved within the sphere of underwater hockey, including opponents, coaches, officials, administrators, the media, parents and spectators;*
 - *encourage Team Members to demonstrate the same qualities;*
 - *be professional and accept responsibility for his or her actions;*

- *refrain from initiating a sexual relationship with a Team Member, and will also discourage any attempt by a Team Member to initiate a sexual relationship with him or her, explaining the ethical basis of this refusal;*
- *accurately represent personal coaching qualifications, experience, competence and affiliations;*
- *refrain from criticism of other coaches;*
- *Make a commitment to providing a quality service to Team Members:*
 - *seek continual improvement through ongoing coach education, and other personal and professional development opportunities;*
 - *provide Team Members with planned and structured training program appropriate to their needs and goals;*
 - *seek advice and assistance from professionals when additional expertise is required;*
 - *maintain appropriate records;*
- *Provide a safe environment for training and competition:*
 - *adopt appropriate risk management strategies to ensure that training and the Competition is as safe for Team Members as possible;*
 - *ensure equipment, rules, training and the environment are appropriate for the age, physical and emotional maturity, experience and ability of the Team Members;*
 - *show concern and caution toward sick and injured Team Members and encourage Team Members to seek medical advice when required;*
- *Protect Team Members from any form of personal abuse:*
 - *refrain from and discourage, where possible, any form of verbal, physical and emotional abuse towards Team Members;*
 - *refrain from and discourage, where possible, any form of sexual and racial harassment, racial vilification and harassment on the grounds of disability;*
 - *ensure that any physical contact with Team Members will be appropriate to the situation and necessary for the Team Member's skill development.*

Managers

5 *In addition to the Code of Conduct above, a manager of an underwater hockey team will:*

- *agree to abide by the Code of Conduct;*
- *be responsible for the overall welfare and well being of Team Members and officials when travelling with a Team;*
- *maintain a 'duty of care' towards Team Members and be accountable for the management of the Team;*
- *have a sound working knowledge of the UWHNZ Constitution, Regulations, and Policies, and ensure that the conduct of the affairs of the Team is in*

accordance with these and or any other policies and guidelines determined of UWHNZ;

- *foster a collaborative approach to the management of the team.*

Referees

6 *In addition to the Code of Conduct above, a referee will:*

- *agree to abide by the Code of Conduct;*
- *be consistent, objective and courteous when making decisions;*
- *compliment and encourage all participants;*
- *condemn unsporting behaviour and promote respect for all opponents;*
- *emphasise the spirit of competition rather than the errors;*
- *encourage and promote rule changes, which will make the participation more enjoyable;*
- *be a good sport yourself;*
- *keep up to date with the latest trends in officiating and the principles of growth and development of young people;*
- *remember, you set an example. Your behaviour and comments should be positive and supportive;*
- *place the safety and welfare of the participants above all else;*
- *give all players a 'fair go' regardless of their gender, ability, race, cultural background or religion;*
- *not use offensive or discriminatory language or behaviour or do anything which may demean another person on the ground of gender, ability, race, cultural background or religion.*

Member, Administrator and / or Associate

7 *In addition to the Code of Conduct above, a member, administrator and/or associate of UWHNZ will:*

- *agree to abide by the Code of Conduct;*
- *be fair, considerate and honest with others;*
- *be professional in all actions. Ensure language, presentation, manner and punctuality reflect high standards;*
- *resolve conflicts fairly and promptly through established procedures;*
- *maintain strict impartiality;*
- *maintain a safe environment for others.*

Breach of Conduct

8 *Any breach of the Code of Conduct, or any part of it, may result in disciplinary action under the Constitution, Regulations, Procedures and Policies of UWHNZ.*