



Ulster Hockey Ltd

Code of Conduct & Behaviour

Version 2.
Adopted 15th August 2023

1.0 Introduction

Ulster Hockey is governing body responsible for the playing and promotion of hockey in Ulster; setting the standards and values that apply at every level. Any member of a club or school affiliated to Ulster Hockey agrees to comply with Ulster Hockey's Articles of Association, Rules, Policies and Procedures, including this Code of Conduct & Behaviour.

This Code encapsulates all of the sporting, moral and ethical principles that hockey represent and aims to align to Hockey Ireland's Code of Conduct.

2.0 What is the Code of Conduct & Behaviour?

Ulster Hockey's Code of Conduct & Behaviour exists to protect everyone within the game and outlines the behaviour expected from everyone involved in Ulster hockey.

We think of hockey as a sport for all. A family sport packed with passion, speed, and respect. One that anyone can enjoy however they choose to participate – as a player, umpire, official, volunteer or a parent supporting on the side-lines. However you choose to be involved in the game, you have a right to do so with enjoyment and be safe. Ulster Hockey wants all participating in hockey, in any role, to experience enjoyment, achievement, respect and to be safe. Under this Code a participant is defined as a player, coach, manager, umpire, official, volunteer teacher, or spectator involved in hockey under the jurisdiction of Ulster Hockey.

Clubs, schools, and other organisations associated with Ulster Hockey, are responsible for ensuring their players, coaches, umpires, officials, teachers, and spectators that represent or support them, comply with this Code. However, ultimately all participants are responsible and accountable for their own behaviour and conduct.

3.0 Does the Code apply to me?

Yes! If you are involved at any level in the game, then this Code applies to you. Although Ulster Hockey are responsible for setting the standards, everyone involved in hockey has a responsibility to promote the sport, making sure that there is equal access and opportunity for all, and that fairness and respect is upheld.

This Code allows Ulster Hockey to uphold the values that we all believe in and gives us a mechanism to deal with any breaches in a fair and consistent manner.

4.0 How to use the Code of Conduct & Behaviour

This Code of Conduct & Behaviour relates to everyone involved in hockey in Ulster. If you have a voluntary or paid role, or you participate in a role which does not refer to you specifically, then the generic Code of Behaviour applies to you. We have also defined a number of common roles within hockey for which we have provided specific guidance.

5.0 Reporting procedures and dealing with breaches

It is important that unacceptable behaviour is dealt with quickly and appropriately. Therefore it is essential that people know where to go if they want to report a concern or incident.

Clubs and associations should use their own internal procedures to resolve straightforward issues locally and informally if at all possible.

6.0 How to use the Correct Disciplinary Process

Red Cards These can only be issued by an umpire or technical official and can only relate to offences that occur during a match. For any offence that happens, before, after or during quarter / half time breaks that would normally be a Red Card offence, this **must** be reported by the umpire or technical official as a Matchday Misconduct offence.

Matchday Misconduct Reporting As mentioned, only umpires or technical officials may report Matchday Misconduct offences, which will typically relate to incidents that happen before, or after the match involving players or other match participants. All other participants must report Matchday Misconduct offences using the Code of Conduct Reporting procedure described below. Reports must be submitted within seven (7) days of alleged incident.

Code of Conduct This is where a participant or club has brought Ulster Hockey into disrupt, or allegedly breached this Code of Conduct & Behaviour policy. This could be where the participant / club have failed to abide by an Ulster Hockey policy / procedure (i.e. Safeguarding, Equality, etc), where the participant / club have published material

on social media or in other digital outlets; or where on a match-day a participant has acted inappropriately towards another participant, either before or after the match.

Umpire Complaints Breaches of this Code of Conduct & Behaviour must be reported as an Umpire Complaint and follow the procedure described in Ulster Hockey's Disciplinary Procedures & Regulations.

Table Showing Disciplinary Procedures that can apply to participants.				
	Red Cards	Matchday Misconduct	Code of Conduct	Umpire Complaint
Players (including U18s)	✓	✓	✓	
Young People (u15s)	✓	✓	✓	
Umpires & Officials			✓	✓
Coaches, Managers, Teachers & Volunteers	✓	✓	✓	
Medical Practitioners & other Health Professionals	✓	✓	✓	
Clubs, Schools & other Organisations		✓	✓	
Spectators & Parents (any breaches will be addressed by Clubs, Schools or other Organisations)			Clubs, Schools, or other organisations are accountable for any Code of Conduct complaints involving spectators	
Other Participants			✓	

GENERIC

Code of Conduct & Behaviour

Who does this apply to?

The content of this Code of Conduct & Behaviour applies to all involved with hockey in Ulster. In order to protect the reputation of Ulster Hockey, the Code also applies to all those associated with Ulster Hockey who are involved in hockey under the auspices of Hockey Ireland, and those involved in other hockey tournaments / events outside Ulster.

Expected minimum standards of behaviour and conduct:

All individuals involved in hockey will, at all times:

1. RESPECT THE GAME

- ✓ Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- ✓ Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.

2. RESPECT OTHERS.

- ✓ Respect the rights, dignity and worth of others.
- ✓ Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.

3. RESPECT SELF

- ✓ Never use inappropriate language or gestures, including the use of foul, sexist, abusive, racist, sectarian or any prejudicial language or tolerate it from others.
- ✓ Take personal responsibility to ensure that they are suitably insured for their activities.
- ✓ Protect themselves and others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.

4. FOLLOW BEST PRACTICE

- ✓ Abide by the Ulster Hockey's Safeguarding Policy.
- ✓ Abide by the Ulster Hockey's Equality Policy.

PLAYER'S (including U18s)

Code of Conduct & Behaviour

Who does this code apply to?

The player's Code of Conduct & Behaviour applies to all players playing hockey in Ulster. In order to protect the reputation of Ulster Hockey, the Code also applies to all players associated with Ulster Hockey, participating in matches / events under the auspices of Hockey Ireland, and those participating in other hockey tournaments / events outside Ulster.

Expected minimum standards of behaviour and conduct:

All players will at all times:

1. RESPECT THE GAME

- ✓ Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- ✓ Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute by setting a positive example for others, particularly young participants, and spectators.

2. RESPECT OTHERS

- ✓ Respect the rights, dignity and worth of others, especially umpires, officials, coaches, players, and spectators.
- ✓ Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.

3. RESPECT SELF

- ✓ Accept success and failure, victory, and defeat, with dignity.
- ✓ Never participate when under the influence of alcohol or drugs.
- ✓ Never use physical abuse or threatening or intimidating behaviour.
- ✓ Never use inappropriate language or gestures, including the use of foul, sexist, abusive, racist, sectarian or any prejudicial language or tolerate it from players and / or team officials.

- ✓ Never abuse equipment (e.g. throwing a stick), venue equipment / fixtures or fittings.
- ✓ Never confront an umpire or technical official, and absolutely not within 20 minutes following the end of the match, with the intention of behaving inappropriately or arguing about decisions.
- ✓ Never urinate at the side of the pitch, not only is it a criminal offence, but it is not acceptable behaviour and tarnishes the image of hockey.
- ✓ Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.

4. FOLLOW BEST PRACTICE

- ✓ Abide by the Ulster Hockey's Safeguarding Policy.
- ✓ Abide by the Ulster Hockey's Equality Policy.
- ✓ Abide by Hockey Ireland's Concussion Guidelines
- ✓ Abide by the Sport Ireland's Anti-Doping Rules.

YOUNG PLAYER'S (U15s)

Code of Conduct & Behaviour

Who does this code apply to?

The Young Player's Code of Conduct & Behaviour applies to all young people under 15 playing hockey in Ulster. In order to protect the reputation of Ulster Hockey, the Code also applies to all Young People associated with Ulster Hockey, participating in matches / events under the auspices of Hockey Ireland, and those participating in other hockey tournaments / events outside the province.

Expected minimum standards of behaviour and conduct:

All Young People will, at all times:

1. RESPECT THE GAME

- ✓ This is more than playing within the Rules of Hockey. It is about friendship, enjoyment and always participating with the right spirit.
- ✓ Be on time for training and competitions.
- ✓ Give maximum effort and strive for the best possible performance.
- ✓ Always thank your opposition, coaches, umpires and officials after every game or training session.

2. RESPECT OTHERS.

Umpires, officials, coaches, opponents, and spectators should be valued.

- ✓ Respect the decisions of umpires and officials.
- ✓ Protect others involved in the game from verbal or physical abuse and other forms of threatening or intimidating behaviour such as bullying.

3. RESPECT SELF

- ✓ Take responsibility for their actions on and off the pitch.
- ✓ Do not smoke, drink or take drugs of any kind (other than prescription).
- ✓ Never use inappropriate language or gestures.

- ✓ Never abuse equipment (e.g. throwing a stick), venue equipment / fixtures or fittings.
- ✓ Never confront an umpire or technical official, and absolutely not within 20 minutes following the end of the match, with the intention of behaving inappropriately or arguing about decisions.
- ✓ Never urinate at the side of the pitch, not only is it a criminal offence, but it is not acceptable behaviour and tarnishes the image of hockey.
- ✓ Wear suitable clothing for the activity in which they are taking part.
- ✓ Respect the facilities where they play and the equipment that they use.
- ✓ Tell someone they trust if the behaviour of others makes them feel uncomfortable in any way.

UMPIRES AND OFFICIALS

Code of Conduct & Behaviour

Who does this apply to?

The content of this Code of Conduct & Behaviour applies to all umpires and officials involved in hockey in Ulster. In order to protect the reputation of Ulster Hockey, the code also applies to all those associated with Ulster Hockey, umpiring / officiating in matches / events under the auspices of Hockey Ireland, and those umpiring / officiating in other hockey tournaments / events outside the province.

Expected minimum standards of behaviour and conduct:

All umpires and officials will, at all times:

1. RESPECT THE GAME

- ✓ Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- ✓ Promote the reputation of hockey and take all possible steps to prevent it from being brought into disrepute.
- ✓ Encourage both teams to play within the Rules and the spirit of the game.
- ✓ Be honest, consistent, objective, impartial and courteous when applying the Rules of the game.
- ✓ Never request inappropriate hospitality of any kind, or accept any hospitality offered that could be considered to be excessive.
- ✓ In completing reports, set out the true facts and do not attempt to justify or embellish any decisions.
- ✓ Have regard to protecting the players through the application of the Rules of the game.
- ✓ Use common sense to ensure that the "spirit of the game" is not lost by over-umpiring.
- ✓ Actions speak louder than words. Ensure that both on and off the field behaviour is consistent with the principles of good sportsmanship.

- ✓ Compliment both teams at the end of a game on their good sportsmanship and play.
- ✓ Be consistent, objective, and courteous in calling infringements.

2. RESPECT OTHERS

- ✓ Respect the rights, dignity and worth of others, especially umpires, officials, coaches, players and spectators.
- ✓ Show patience and understanding towards those who may be learning the game.
- ✓ Never publicly express any criticism of umpires or officials such as match officials and technical officers.
- ✓ Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.

3. RESPECT SELF

- ✓ Never use inappropriate language or gestures.
- ✓ Never use foul, sexist, abusive, racist, sectarian, or any prejudicial language or tolerate it from players, umpires, team officials, spectators or parents.
- ✓ Never participate when under the influence of alcohol or drugs.
- ✓ Never abuse venue equipment / fixtures or fittings.
- ✓ Never urinate at the side of the pitch, not only is it a criminal offence, but it is not acceptable behaviour and tarnishes the image of hockey.
- ✓ Co-operate with other umpires / officials to discourage improper conduct by players / coaches / managers / spectators.
- ✓ Be properly dressed and equipped when umpiring.
- ✓ Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- ✓ Have a current Ulster Hockey accreditation or registration appropriate to the nature of the activity.

- ✓ Take personal responsibility to ensure that they are suitably insured for their activities.

4. FOLLOW BEST PRACTICE

- ✓ Abide by the Ulster Hockey's Safeguarding and Protecting Young People in Hockey Policy, Procedures and Good Practice Guidelines.
- ✓ Make a personal commitment to keep yourself informed and updated of FIH Rules of Hockey.
- ✓ Abide by the Ulster Hockey's Safeguarding Policy.
- ✓ Abide by the Ulster Hockey's Equality Policy.
- ✓ Abide by Hockey Ireland's Concussion Guidelines
- ✓ Abide by the Sport Ireland's Anti-Doping Rules.

COACHES, MANAGERS, TEACHERS & VOLUNTEERS

Code of Conduct & Behaviour

Who does this apply to?

The Coaches, Managers, Teachers, & Volunteers Code of Conduct & Behaviour applies to all Coaches, Managers, Teachers, & Volunteers involved in hockey in Ulster. This includes mentors, umpires' coaches, umpire managers and Adult Helpers. In order to protect the reputation of Ulster Hockey, the Code also applies to all those associated with Ulster Hockey, participating in matches / events under the auspices of Hockey Ireland, and those participating in other hockey tournaments / events outside Ulster.

Expected minimum standards of behaviour and conduct:

All such individuals will, at all times:

1. RESPECT THE GAME

- ✓ Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- ✓ Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute by setting a positive example for others, particularly young participants, and spectators.

2. RESPECT OTHERS

- ✓ Respect the rights, dignity and worth of others, especially umpires, officials, coaches, players, and spectators.
- ✓ Ensure a sensible balance between performance and the emotional, physical, social, and developmental needs of participants.
- ✓ Respect confidentiality of participants and any related data at all times.
- ✓ Have the participants' best interests at heart at all times and recognise when it is in the participants' best interests to be passed to other organisations.
- ✓ Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.

3. RESPECT SELF

- ✓ Accept success and failure, victory, and defeat, with dignity.
- ✓ Ensure that activities carried out by participants are suitable for their age, strength, maturity, and the ability of each individual participant.
- ✓ Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.
- ✓ Ensure that if in a position of authority this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.
- ✓ Ensure that all participants are aware of their responsibilities under the Code of Behaviour.
- ✓ Never participate when under the influence of alcohol or drugs.
- ✓ Never abuse equipment (e.g. throwing a stick), venue equipment / fixtures or fittings.
- ✓ Never confront an umpire or technical official, and absolutely not within 20 minutes following the end of the match, with the intention of behaving inappropriately or arguing about decisions.
- ✓ Never urinate at the side of the pitch, not only is it a criminal offence, but it is not acceptable behaviour and tarnishes the image of hockey.
- ✓ Never use inappropriate language or gestures, including the use of foul, sexist, abusive, racist, sectarian or any prejudicial language or tolerate it from players and / or team officials.
- ✓ Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined within a position of trust within Sexual Offences Act).
- ✓ Never smoke whilst participating in any hockey activity.
- ✓ Project an image of health, cleanliness and appropriate appearance for any activity they are involved in.

- ✓ Realise your responsibility as a role model and set positive examples for others, particularly young participants and spectators.
- ✓ Set and uphold the boundaries between a working relationship and friendship between themselves and participants when in a position of trust. This is essential when the participant is a young person.
- ✓ Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- ✓ Have an Ulster Hockey qualification / award / accreditation appropriate to the nature of the activity and the role being undertaken.
- ✓ Have a valid First Aid Certificate or ensure that appropriate first aid provision is available.
- ✓ Take personal responsibility to ensure that they are suitably insured for their activities.

4. FOLLOW BEST PRACTICE

- ✓ Abide by the Ulster Hockey's Safeguarding Policy.
- ✓ Abide by the Ulster Hockey's Equality Policy.
- ✓ Abide by Hockey Ireland's Concussion Guidelines
- ✓ Abide by the Sport Ireland's Anti-Doping Rules.

MEDICAL PRACTITIONERS & OTHER HEALTH PROFESSIONALS

Code of Conduct & Behaviour

Who does this code apply to?

The content of this Code of Conduct & Behaviour applies to Medical Practitioners and other Health Professionals involved in hockey in Ulster.

All Medical Practitioners and other Health Professionals are expected to have all necessary professional qualifications relevant to their roles and to abide by their respective Professional Codes of Conduct or Practice in addition to this Code of Behaviour. In order to protect the reputation of Ulster Hockey, the Code also applies to all such individuals associated with Ulster Hockey, participating in matches / events under the auspices of Hockey Ireland, and those participating in other hockey tournaments / events outside Ulster.

Expected minimum standards of behaviour and conduct:

All such individuals will at all times:

1. RESPECT THE GAME

- ✓ Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- ✓ Promote the reputation of the sport and take all possible steps to prevent it from being brought into disrepute.

2. RESPECT OTHERS

- ✓ Respect the rights, dignity and worth of others, especially umpires, officials, coaches, players and spectators.
- ✓ Leave the coach to communicate with individual players on the field of play unless treating an injury.
- ✓ Never publicly express any criticism of umpires or officials such as match officials or technical officers.
- ✓ Ensure a sensible balance between performance and the emotional, physical, social and developmental needs of the performers.

- ✓ Respect confidentiality of participants and any related data at all times.
- ✓ Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- ✓ Inform the team coach or manager of any injury, health or welfare issue which it is appropriate for them to know, within established confidentiality boundaries.

3. RESPECT SELF

- ✓ Set a positive example for others, particularly young participants and spectators.
- ✓ Project an image of health, cleanliness and functional efficiency.
- ✓ Set and uphold the boundaries between a working relationship and friendship between themselves, when in a position of trust, and participants. This is particularly essential when the participant is a young person.
- ✓ Ensure that no action could be regarded as inappropriate particularly where physical contact with participants is required.
- ✓ Never engage in any form of inappropriate personal or sexual relationship with a participant ('inappropriate' – as defined as in a position of trust within Sexual Offences Act).
- ✓ Never abuse equipment (e.g. throwing a stick), venue equipment / fixtures or fittings.
- ✓ Never confront an umpire or technical official, and absolutely not within 20 minutes following the end of the match, with the intention of behaving inappropriately or arguing about decisions.
- ✓ Never urinate at the side of the pitch, not only is it a criminal offence, but it is not acceptable behaviour and tarnishes the image of hockey.
- ✓ Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.
- ✓ Never use inappropriate language or gestures.

4. FOLLOW BEST PRACTICE

- ✓ Abide by the Ulster Hockey's Safeguarding Policy.
- ✓ Abide by the Ulster Hockey's Equality Policy.
- ✓ Abide by Hockey Ireland's Concussion Guidelines
- ✓ Abide by the Sport Ireland's Anti-Doping Rules.
- ✓ Take personal responsibility to ensure that they are suitably insured for their activities.

CLUBS, SCHOOLS & OTHER ORGANISATIONS

Code of Conduct & Behaviour

All Clubs, Schools & other organisations have an essential role in upholding and implementing Ulster Hockey's Code of Conduct and Behaviour. These organisations should aim to be:

- Advocates of equality, fair play and safety in the practice and the administration of hockey.
- Supporters of the Ulster Hockey's Code of Conduct and Behaviour and be communicators of the Code to their members.
- Influential in driving hockey forward as a sport.
- Open in the recruitment of individuals to work within their organisations (either paid or unpaid).

Who does this code apply to?

The content of this Code of Conduct & Behaviour applies to all Clubs, Schools and other organisations involved in hockey in Ulster. In order to protect the reputation of Ulster Hockey, the Code also applies to all those associated with Ulster Hockey, participating in matches / events under the auspices of Hockey Ireland, and those participating in other hockey tournaments / events outside Ulster.

Expected minimum standards of behaviour and conduct:

All Clubs, Schools and organisations will at all times:

1. RESPECT THE GAME

- ✓ Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.
- ✓ Participate within the rules and regulations of the game.
- ✓ Be honest, consistent, objective, impartial and courteous when applying the rules of the game.
- ✓ Promote the reputation of hockey and take all possible steps to prevent hockey from being brought into disrepute.

- ✓ Accept success and failure, victory, and defeat, with dignity.
- ✓ Ensure that all participants are aware of their responsibilities under the Code of Behaviour.

2. RESPECT OTHERS

- ✓ Show patience and understanding towards players who may be learning the game.
- ✓ Never publicly express any criticism of umpires or officials such as match officials, technical officers, or reserve umpires.
- ✓ Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to people being able to participate.
- ✓ Ensure a sensible balance between performance and the emotional, physical, social, and developmental needs of participants.
- ✓ Respect confidentiality of participants and any related data at all times.
- ✓ Have the participants' best interests at heart at all times – recognise when it's in the participants' best interests to be passed to other organisations.
- ✓ Ensure that activities carried out by participants are suitable for their age, strength, maturity and the ability of each individual participant.
- ✓ Ensure the wellbeing and safety of each participant above all other considerations, including the development of performance.
- ✓ Ensure that when a person is in a position of authority, this privilege will not be used to exert influence over participants to gain personal benefit for themselves, their clubs or their schools.
- ✓ Set and uphold the boundaries between a working relationship and friendship between themselves and participants. This is especially important when the participant is a young person.
- ✓ Remember that young people participate in sport for their enjoyment, not yours.
- ✓ Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.

- ✓ Never use foul, sexist, abusive, racist or any prejudicial language or tolerate it from players and/or team officials.
- ✓ Support all efforts to remove bad or abusive language and unsporting behaviour.
- ✓ Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.

3. REGULATE THE BEHAVIOUR OF THEIR PARTICIPANTS, INCLUDING SPECTATORS

Clubs typically play at facilities that are privately owned or at facilities provided by local councils / schools. Access to these facilities is either 'open' (that anyone can watch a game) or is 'controlled', where the club either charges an admission fee; or due to the nature of the venue access is restricted to those who purposely come to watch or participate in hockey activities.

Irrespective of the type of facility, or its access arrangements, most hockey participants and spectators are affiliated, associated, familiar or are known to the club that they support. As such clubs have responsibility to regulate their behaviour when in the vicinity of a hockey pitch.

We understand that during matches participants and spectators may become emotionally engaged with the game, tensions may rise, and they may become frustrated with decisions made by officials, umpires, coaches and players. While it is fair to disagree with officials, umpires, coaches and players – even vocally, it is **not** fair to use inappropriate language or gestures, including the use of foul, sexist, abusive, racist, sectarian or any prejudicial language at officials, umpires, coaches or players - see Spectators and Participant Code of Conduct & Behaviour.

4. FOLLOW BEST PRACTICE

- ✓ Have an established internal disciplinary procedure to deal with disorderly, abusive, offensive or improper behaviour by participants prior to, during and after any Ulster Hockey match or event. This extends to behaviour towards opposing teams, coaches, managers, umpires, officials, the public, members of Ulster Hockey staff or their representatives.

- ✓ Ensure participants and any other support staff conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others, including the safety of each participant.
- ✓ Take responsibility to ensure that the club or school, is suitably insured for their activities.
- ✓ Comply with the General Data Protection Regulation in relation to the handling of personal data.
- ✓ Abide by the Ulster Hockey's Safeguarding Policy.
- ✓ Abide by the Ulster Hockey's Equality Policy.
- ✓ Abide by Hockey Ireland's Concussion Guidelines
- ✓ Abide by the Sport Ireland's Anti-Doping Rules.

5. SOCIAL MEDIA

Clubs should be aware and understand that:

- ✓ Any comments made on social media and on web sites may be considered public comment, and that any comments which are deemed improper, bring the game into disrepute, are critical of officials, or are threatening, abusive, indecent or insulting may breach this Code of Conduct and Behaviour and could lead to disciplinary action.
 - ✓ Comments which are personal in nature or could be interpreted as offensive, use foul language or contain direct or indirect threats at other members are likely to be considered improper.
 - ✓ Ulster Hockey's Child Protection and Safeguarding policies apply and that their use of social media platforms is compliant with these policies.
 - ✓ Their members are required to act in the best interests of the sport at all times and should be aware of this when using social media platforms.
 - ✓ Social media postings which members believe to be visible to a limited number of selected people may still end up in the public domain. Consequently, care should be exercised with regards to the contents of such postings and be aware that social media postings could also lead to civil proceedings being brought by affected parties.
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SPECTATORS AND PARENTS

Code of Conduct & Behaviour

Who does this apply to?

The content of this Code of Conduct & Behaviour applies to all spectators and parents involved in hockey in Ulster. In order to protect the reputation of Ulster Hockey, the Code also applies to all spectators and parents who watch matches / events under the auspices of Hockey Ireland, and those watching other hockey tournaments / events outside the province.

Expected minimum standards of behaviour and conduct:

All spectators and parents will, at all times:

1. RESPECT THE GAME

- ✓ Respect the spirit of fair play in hockey. This is more than playing within the rules. It also incorporates the concepts of friendship, respect for others and always participating with the right spirit.

2. RESPECT OTHERS

- ✓ Respect the rights, dignity and worth of others, especially umpires, officials, coaches, players, and spectators.
- ✓ Respect the decisions of umpires and officials – do not publicly question the umpires' judgement and never their honesty.
- ✓ Show respect for your team's opponents. Without them there would be no game. Applaud good play by your own team and the visiting team.
- ✓ Focus on the player's efforts and enjoyment rather than winning or losing.
- ✓ Remember that players learn best by example. Appreciate good performances and skilful play by all participants.
- ✓ Leave the coach to communicate with individual players on the field of play.
- ✓ Show an appreciation for volunteer coaches and administrators – their efforts contribute hugely to players being able to participate.

- ✓ Inform the team coach, manager, captain or, if there is one, another member of a management team of any new or changed injury, health or welfare issue which they consider is appropriate for them to know.

3. RESPECT SELF

- ✓ Accept success and failure, victory, and defeat, with dignity.
- ✓ Never using physical abuse or threatening or intimidating behaviour.
- ✓ Never ridicule or admonish a player for making a mistake or losing a competition.
- ✓ Never use inappropriate language and gestures.
- ✓ Never using physical abuse or threatening or intimidating behaviour.
- ✓ Never participate when under the influence of alcohol or drugs.
- ✓ Never abuse venue equipment / fixtures or fittings.
- ✓ Never confront an umpire or technical official with the intention of behaving inappropriately or arguing about decisions.
- ✓ Never urinate at the side of the pitch, not only is it a criminal offence, but it is not acceptable behaviour and tarnishes the image of hockey.
- ✓ Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- ✓ Protect others involved in the game from verbal or physical abuse and threatening or intimidating behaviour.