

LABRADOR SPORTS CLUB INC.

"Families Growing Together in Sport"



SENIOR HANDBOOK

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This is a must read document containing important information for all members.

A review of our Club policies is available in the Clubhouse or on our website www.tigerstix.com.au.

WELCOME

Congratulations on joining or rejoining the Labrador Hockey Club family. We hope that your time here will be most enjoyable and your contribution mutually rewarding.

This handbook has been compiled to provide you with information to answer most of your questions that will arise during the hockey season. All information is correct at the time of printing.

Any suggestions for further inclusions in future editions should be put in writing and passed onto a committee member.

CULTURE OF APPRECIATION

At Labrador Hockey Club, we compel all members and supporters to develop a culture of appreciation towards all our volunteers. Any time you notice someone assisting you in any way, thank them. It costs nothing and the recipient may enjoy the experience enough to continue volunteering their time and expertise to help you.

Should you need to resolve a problem, please approach the appropriate volunteer in a respectful manner with concern for all persons affected.

MISSION STATEMENT

The mission of this Club is to provide quality services and facilities to maximise the opportunity for all participants to reach their potential and to encourage all members to contribute to the wellbeing of the Club.

CLUB MOTTO

“Families Growing Together in Sport”

CLUB OBJECTIVES

1. To foster and develop Senior Hockey catering for men & women and Junior Hockey catering for children, boys and girls, from 4 through to 17 years of age.
2. To provide appropriate and progressive hockey skill development programs for each participant.
3. To foster and develop coaching, umpiring and administrative expertise through the parent body and senior players. (Various forms of assistance are provided for parents and players who assist with team coaching and umpiring.)
4. To promote good sportsmanship, teamwork, team and Club loyalty at all times.
5. To administer the Club in a caring and professional manner with consideration for all members' needs.
6. To develop a spirit of a caring community by the encouragement of player and parental participation wherever possible.
7. To provide enjoyable experiences and friendship development opportunities for all players and parents.

CONTACT INFORMATION

Location: KEITH HUNT PARK. 131 Musgrave Avenue, Cnr Musgrave Avenue & Hockey Lane, Labrador.
Email: secretary@labradorhockey.org.au
Postal Address: PO Box 499, Labrador Q 4215
Web Site: www.tigerstix.com.au
ABN: 70 271 422 807
Email addresses and phone numbers for Club Administrators are posted on Club website www.tigerstix.com.au and available at the Clubhouse.

VOLUNTEERS

All Labrador committee positions are voluntary. Your assistance to help spread the workload will be most welcome and valuable in providing quality service to our players.

COURTESY

Please inform your coach any time you cannot make games or training giving as much notice as possible so alternative team arrangements can be made. Advise your Coach if you change phone number, email address or street address during the season.

Update your Online Registration if you change any contact information so that we can continue to contact you.

PROBLEM RESOLUTION/CHILD & YOUTH RISK MANAGEMENT

If any problems arise please see your coach/manager in the first instance. If the problem remains unresolved contact your Senior Coordinator, if still not resolved, contact the Player's Representative. Club policies for Healthy & Safe sport and Child & Youth Risk Management Strategy can be viewed online on our website – see policy tab.

SENIOR MEMBER RESPONSIBILITIES

As part of Labrador Hockey Club you are expected to contribute as a club member by volunteering for a support role in addition to that of playing. Your assistance in any of the following ways is encouraged:

- Pay all fees promptly as they become due.
- Coach a Tigerstix Cubs, Rookies, Tens, Junior, or Senior Club team.
- Manage a Junior or Senior club team.
- Volunteer to umpire Senior or Junior matches.
- Join the Club's administration team.
- Promote our club within your community.
- If you notice anybody at our Club doing something worthwhile thank them personally.
- Assist in the bar.
- Assist with facilities maintenance.
- Become a Mentor for a junior team. Juniors look up to our Senior players and aspire to be able to play like you.
- Recruit other players and friends to our Club.
- Refer fence advertising possibilities to Club management for follow up.
- Assist in gaining any form of sponsorship and donations in kind.

Thank you for your support.

GENERAL INFORMATION

SAFETY

All players are strongly encouraged to wear shin pads and a mouth guard and any other protective equipment appropriate to their level of competition. Please familiarise yourself with our Healthy & Safe policy in this handbook, on our website [www.tigerstix.com.au/Club Policies](http://www.tigerstix.com.au/ClubPolicies), and available in the Clubhouse.

TRAINING

Training is on our synthetic turf field. Teams are usually allocated the same time and night each week. A training timetable will be published as soon as coaches are appointed. To ensure that each team gains the maximum benefit from their allocated time, it is expected that teams will vacate the turf promptly at the end of their session.

Players wishing to use the turf at times other than their allocated team training time must seek permission from club management.

Families are invited to use our Clubhouse and deck during training and we hope that everybody will stay to socialise at our Clubhouse after training.

SENIOR DIVISIONS

Seniors play in Division 1, Division 2, Division 3, and for women Division 4, or Masters competitions in the Gold Coast Hockey Association (GCHA) Competition.

BHL1 & 2 Men play in the top two divisions of the Brisbane Hockey Association.

BWHA Women play in division 1 of Brisbane Hockey Association as a joint venture with South West United Hockey Club.

FIXTURES

It is every player's responsibility to find out your game time and venue well before the event.

Gold Coast competition

Match information is available online via the links on our website www.tigerstix.com.au, or the Gold Coast Hockey website www.goldcoasthockey.com. Generally, Gold Coast Div 3 & 4 fixtures are on Saturday afternoon/evening, and Div 1 & 2 fixtures on Sunday, with Monday nights allocated to Masters hockey.

Top division GCHA competitions may include some Intercity matches against Tweed Border Hockey association teams, depending on the format of the draw. This may result in some fixtures being played at Barrie Smith fields, Murwillumbah.

Occasional games may need to be made up midweek when rescheduling or other Turf commitments prevent them being played on the weekend.

Brisbane competition

Brisbane Men and Women play on Saturday afternoon. BHL (Men's) matches are posted on the BHA website www.bha.org.au and they play on a rotational basis at Labrador or in Brisbane. BWHA (Women's) matches can be found via a link on the BWHA website www.bwha.com.au and all women's matches are in Brisbane.

WET DAYS/NIGHTS

Generally matches on synthetic turf are not cancelled due to rain unless there is lightning or significant flooding. Grass fields may be deemed unplayable due to wet weather when there has been significant rain.

Club administrators will inform coaches immediately decisions are made. Please **contact your coach** for details of possible cancellations. Ensure you **record your coach's phone number somewhere safe once you are allocated to a team.**

VENUES

All Gold Coast fixtures are at the Gold Coast hockey precinct synthetic turf fields. Top division competitions may include some Intercity matches against Tweed Border Hockey association teams, depending on the format of the draw. This may result in some fixtures being played at Barrie Smith fields, Murwillumbah. BHL (Brisbane Men's teams) train at Labrador and play in Labrador and Brisbane as per draw allocations. BWHA Div 1 (Brisbane Women's team) train at Labrador and play in Brisbane (no local matches 2017).

Managers will have address details for all synthetic turf venues, and address details will also be shown as links on our website.

BAR

Senior players and supporters should be aware that the Club fees do not cover all running costs. Seniors are encouraged to return to our clubhouse after training or matches to patronise the bar. Bring the whole team back to the Clubhouse and enjoy your games & training sessions even more!

SMOKING

Smoking is banned at under 18 sporting events and within 10 metres of viewing and playing areas at matches and training. Please be aware of these regulations and abide by all Non Smoking signage in the hockey precinct and **only smoke in designated smoking areas.** Your respect for this important health policy is appreciated.

MEETINGS

Where possible, committee meetings are held at the Clubhouse on the second Monday of every month, beginning at 6.30pm. Contact the secretary via email secretary@labradorhockey.org.au to confirm dates. Everybody is most welcome.

UNIFORMS

All team members are to be fully kitted in club socks, shorts/skirt and shirt by their second fixture match. Playing shirts are provided by the club and its sponsors and are inclusive in your fees. Players will be required to sign off on return of the numbered playing shirts prior to issue to each player. Other uniform items are available for purchase from our Uniforms officer at set times.

SPONSORED SHIRT RETURN

All sponsored uniforms have a three year life and must be returned to your team manager at the end of the season or if you stop playing for any reason. Non return of a sponsored shirt will incur a \$50 levy. Any failure to return a sponsored shirt or to pay the ensuing levy will result in player de-registration as per our Financial Commitments Policy.

UNIFORM REQUIREMENTS FOR MATCHES

Men and Women must wear plain black shorts and plain black skirt respectively. Players may be prohibited from taking part in the local competition if shorts or skirts have markings on the black background. If shorts or skirts are not purchased from our Uniform shop it is the player's responsibility to ensure that there are no stripes or other markings on the plain black item.

Items for sale:

Women's Lycra Skirt	\$37.00
Club Skorts	\$30.00
Club Shorts	\$30.00
Club Socks* – gold, black	\$14.00
Club Flexible Visors	\$ 5.00
Club Dress Shirts	\$30.00
Club Hoodie	\$35.00

(Prices correct at time of review however should our suppliers increase prices, listed prices will need to rise accordingly)

All uniform orders are to be paid for at time of order and all uniform purchases are to be paid for at point of sale.

TEAM SOCKS

Where there is more than one Labrador team in a division, teams are named and differentiated by sock colour as follows:

2 teams:

Gold team = Gold socks

Black team = Black socks

3 or more teams:

Teams will be named Gold, Black, Teal and Red.

Sock colours will be Gold = Gold, Black = Black, Teal = Gold, Red = Black

Gold or Black socks will always be worn when playing other clubs.

Labrador will supply Teal and Red teams with alternate brightly coloured socks to wear when playing Labrador Gold or Black teams. If Teal and Red are playing each other they will wear Gold and Black respectively.

All uniform items are available from the Clubhouse at times designated by our volunteer Uniform Officer. Hours and phone number are advertised in the Clubhouse and on our website. For further information contact our volunteer Uniform Officer direct.

UMPIRE UNIFORMS

Umpires are expected to wear a fluorescent green umpires shirt, and long black pants or black skirt and black socks.

CONDITIONS OF TURF FIELD USAGE

In order to maximise the life of the surface, reduce maintenance costs, keep playing and training costs to a minimum and ensure your playing enjoyment, the following conditions apply to usage of the synthetic fields.

The user will ensure that:

- *The field is watered before use according to directions given.*
- All field users enter and exit only via the water bath gate on the northern side of the field.
- *Training is conducted across the field unless team exemption has been granted by executive.*
- Goals are returned to sideline positions if moved from there.
- *Appropriate footwear is worn. Only soles approved for the use on synthetic grass surfaces are allowed to be worn on the turf. Hard cleat soles are not approved.*
- Footwear is brushed and washed clean prior to entry.
- *Only water is taken into the enclosure to drink.*
- Sports drinks are left outside the synthetic turf enclosure.

- *All food is left outside the synthetic turf enclosure.*
- All litter on the field and in the dugout is removed from the field and placed in the bins provided.
- *Chewing gum is placed in a bin prior to entry.*
- Users do not spit on the synthetic surface.
- *All jewellery is removed and taped. Small Sleepers and necklaces without any dangerous points are permitted.*
- **All bobby pins are removed** – only hair slides or ties are approved for use on field.

Care for this facility is in your hands. Treat the surface as you would the carpet in your own home.

CLUB MEMBERSHIP FEES

It is expected that all fees will be paid upon registration or an instalment plan will be completed. As we are a family club who try to make hockey affordable for everyone, we will work with players experiencing genuine financial hardship provided that their alternative proposed payment plan is discussed with the Registrar.

Our fees are set each year after careful budgeting and are kept to the absolute minimum. The club fee does not cover all running costs. Our Club income is supplemented by your support of the bar, fundraisers and corporate signage around the synthetic turf. If you have any contacts, please refer them to the club's management committee.

The current fee schedule and payment options can be viewed in the Clubhouse or on the Club website www.tigerstix.com.au.

Any variations required to the preferred methods of payment need to be referred to the Registrar registrations@labradorhockey.org.au for approval prior to payment.

Senior goalkeepers providing ALL their own equipment are eligible for a refund of a percentage of their fees upon completion of the season. Please refer to the current Fees Schedule.

Labrador do offer sponsorship packages that provide credit to cover player registration fees. If you, a family member, a friend, or an employee wishes to play for the club and can introduce a sponsor this may provide you with an economical way to enjoy your hockey season. Please ask a committee member for our sponsorship packages if you are interested.

Parents become members of the club upon payment of junior fees. Please ensure that parent details are completed correctly and fully on the online registration form. Be sure to include an email address so that you can be included in Club emails and newsletters.

Non playing members or parents of children who are 18 or over may become ordinary members (social members) by payment of the relevant nominal fee.

Dual Registration fees for players already registered with other associations and late starters will be determined by the executive on an individual basis.

SENIOR & GRADED JUNIOR MEMBERSHIP PAYMENT POLICY

Preamble:

This policy has been developed to reduce the workload of our volunteer administrators trying to administer player registrations and to emphasize that each player is responsible for meeting their financial commitments to the Club.

1. Once the Labrador Sports Club online membership form is completed, the Senior player or the parent / guardian on behalf of a Junior player has entered into a contract with the Club to pay the scheduled fee as applied at that time.
2. Fees are to be paid in full at Club Sign On, or via scheduled 3 payments. For those joining after Club Sign On days, at the time of joining. *Note: Junior Development players have a two week trial period before fees are due.*
3. Members who are experiencing genuine financial difficulty may apply in writing to registrations@labradorhockey.org.au for special exemption. Members will then be required to sign a repayment agreement which must be strictly observed. Failure to comply with repayments will cancel agreement and players will be deregistered until full payment has been made.
4. Players who fail to pay their fees on time will be ineligible to take the field until such time as they are up to date with fees. The team/s' coach and manager will be advised by the Registrar if this occurs.
5. Players who have not made repayment amounts in the time frame agreed will be entered onto a default list and in future seasons, repayment options will not be considered. These players will be required to pay fees in full prior to their first game in future seasons.

FINANCIAL COMMITMENTS POLICY

Any player who has received a financial concession or reimbursement from the club and breaches the Player Loyalty Policy, and/or who fails to honour their financial commitments will be deregistered with Gold Coast Hockey Association or Brisbane Hockey Association, and Hockey Queensland will be advised of their unfinancial status.

SENIOR TEAM PLAYER SELECTION POLICY

Our commitment

Our club supports an open and fair process for the selection of teams. Selection will be based on clear criteria that are communicated with all players prior to the season commencing.

What we will do

Criteria

Selection decisions will be based mainly on performance, however they will also consider:

- attendance at competition, training and club / team events (commitment)
- good sportsmanship (values)
- abiding by our club's Code of Behaviour on and off the field (behaviour).

In addition, players or athletes:

- must be financial members of the club
- will be selected on their performance, commitment, values and behaviour, not their personal characteristics or attributes
- may be precluded from selection if there is a concern about their ability to compete safely or if their participation poses a risk to others.

Process

Players will be informed in writing of the dates and location for team selection.

Selectors will be appointed by the committee and be responsible for pre-season selection decisions.

Coaches will be responsible for all decisions about team selection once the season commences.

Selection criteria will be reiterated during the season so that players are clear about the how teams competing in the finals will be chosen.

As requested, or as necessary, players will be provided with reasons for non-selection and areas to improve in order to be considered for selection.

Concerns about team selection should be discussed with selectors/coach in the first instance. A formal written complaint to the club committee should be made if these concerns cannot be resolved and the player believes s/he has not been treated in accordance with the selection policy.

What we ask you to do

Selection committee

Ensure players are informed about and understand the selection criteria and processes.

Make fair and unbiased decisions based on the selection criteria.

Players

Make yourself familiar with the selection criteria and clarify any concerns with the club prior to trials.

Talk with your coach about any concerns and seek feedback about how to improve your performance.

Weekly Player Commitment

Should a player(s) be required by two teams and the fixture times and preparation times overlap, preference will be given to the higher graded team as priority.

The lower graded team will be required to fill any vacancies created by this situation from team listed reserves or lower graded players.

It is expected that notice of any priority selection(s) will be communicated to the lower graded team's coach by the higher graded team's coach by end of training to provide sufficient time for lower graded team replacement(s) to be organised.

Where the notification period of priority selection(s) is less than 36 hours prior to the match of the lower graded team, release of players will occur at the discretion of the lower graded coach. Exceptions will be made for unforeseen circumstances.

Selection Panels will be made up of the following:

A Head Selector. Preference to be given to the Gender Coordinator in the first instance as this role is to oversee the selection of all grades. Should the Gender coordinator not wish to take on this role then nominations for a Head Selector will be called.

Division 1 team/s: Selections will be determined by addition of the **Division 1 Coach and Assistant Coach** when appointed and the **Division 2 coach(es)**.

Division 2 team/s:

Selections will be determined by the inclusion of **Division 2 Coach(es)** and the **Division 3 Coach(es)**

Division 3 team/s:

Selections will be determined by the inclusion of **Division 3 Coach(es)** and the **Division 4 Coach(es)**

Division 4 team/s:

Selections will be determined by the inclusion of **Division 4 Coach(es)** and the highest **Junior Division Coach(es)**.

Selection panels will be responsible for discussing and recommending the appointment of team leader and assistant leader to each team's management within the scope of their responsibility. Consideration criteria for the recommendations are the player code of conduct points listed in the Club Senior Handbook.

Team leaders will be invited to selection meetings if direct input is desired.

MATCH TIME POLICY

Our Commitment

We support maximum game time and enjoyment of all fee paying players so that they receive "value for money" from their season at the club.

Guideline rationale

Players and parents can become disgruntled with the club when they are substituted and replaced with a player who has already participated fully in another game in the same weekend. Dissatisfaction can lead to families leaving the club, or the sport of hockey. The guidelines below are a guide for coaches to provide fair enjoyment for all players, without interfering with the coach's autonomy to substitute fatigued or injured players.

What we ask you to do

Coaches

- Retain no more than fourteen (14) players for any one game, including any players from another division team - this guideline may be relaxed if necessary for finals and other extraordinary games.
- Your team registered members are to have game time priority.
- Other division player(s) who have another team to play in are to be substituted sparingly so that the team registered players are allocated maximum playing time.
- Players invited to be bench reserves for development purposes are to be clearly informed and the player (and in the case of juniors, a parent) are to confirm they

comprehend they will be on the bench. Bench reserves may or may not take the field at the coach's discretion.

- If a player selection issue is interfering with team registered players receiving fair time, discuss alternative selections with your relevant Coordinator.

Players

- Be aware that if you are asked to 'bench' for a match other than your own team, depending on the number of players, you may or may not get on the field, or may only get on the field for a short amount of time at the coach's discretion.
- Use any 'benching' opportunities as an opportunity to be involved in your club and to learn, even if you only get a short amount of field time.

Parents

- Be aware that if your child is asked to 'bench' for a match other than their own team, depending on the number of players, they may or may not get on the field, or may only get on the field for a short amount of time at the coach's discretion.
- Use any 'benching' opportunities as an opportunity to be involved in your club and to learn, even if you only get a short amount of field time.

SENIOR CODES OF CONDUCT & ETIQUETTE

PLAYER CODE OF CONDUCT

Learn, and always play by, the rules of hockey.

Always act responsibly and avoid injury to yourself and others.

Never argue with an official. Discuss the problem with your coach or manager after the game.

Control your temper. Verbal abuse or aggression towards officials or other players is not acceptable behaviour.

Treat all players as you would like to be treated. Do not interfere with, bully, or take unfair advantage of another player.

Work equally hard for your team and yourself. Your team's performance will benefit and so will you.

Accept that when more than eleven players are named for your game, you will be required to spend time off the field as a substitute. When on the bench, encourage your team mates and be prepared to play at all times.

Be a good sport. Applaud good play by all teams, opponents or not.

Cooperate with your coach, team mates and opponents. Without them there would be no competition.

Respect the time and effort put in by your coach(es) and officials. They deserve your full support and commitment.

Respect the equipment and facilities provided for your use. It is expensive and should be used responsibly.

Purchase and wear the correct Club uniform at all games. Local rules state you may not take the field if incorrectly attired.

It is the player's responsibility to find out your game time & venue each week.

If a member fails to comply with this code of conduct in a manner which brings the Club into disrepute, Club management will consider termination of membership.

COACH CODE OF CONDUCT

Part 1 - Player welfare – Labrador Tigerstix policy

- Avoid overplaying the talented players. Average players need and deserve equal time. Labrador Tigerstix Hockey Club policy is to ensure that all players receive fair and reasonable time on the field.
- Remember that many young players are also students. Be reasonable in your demands on their energy, time and enthusiasm.

Part 2 – Australian Sports Commission Coach Code of Conduct

Safety and Health of Participants

- Place the safety and welfare of the participants above all else.
- Be aware of and support the sport's injury management plans and return to play guidelines.

Coaching excellence

- Help each person (athlete, official, etc) to reach their potential.
- Respect the talent, developmental stage and goals of each person and encourage them with positive and constructive feedback.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each participant as an individual.
- Obtain appropriate qualifications and keep up-to-date with the latest coaching practices and the principles of growth and development of participants.

Honour the sport

- Act within the rules and spirit of your sport.
- Promote fair play over winning at any cost.
- Respect the decisions of officials, coaches and administrators.
- Show respect and courtesy to all involved with the sport.
- Display responsible behaviour in relation to alcohol and other drugs.

Integrity

- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications or coaching experience to be misrepresented.
- Never advocate or condone the use of illicit drugs or other banned performance enhancing substances or methods.
- Never participate in or advocate practices that involve match fixing.

Respect

- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality or religion.
- Do not tolerate abusive, bullying or threatening behaviour.

POST GAME HOCKEY ETIQUETTE

The following requirements have been established by your Club to foster and model good sportsmanship in hockey and will apply to all matches including when playing other Labrador Tigerstix teams.

At the completion of your match:

Coaches will:

- shake hands with the opposition Coach and Manager;
- shake hands with both umpires and thank them for their time.

Players will:

- shake hands with all opponents and thank them for the game;
- shake hands with both umpires and thank them for their time;
- thank their coach and manager for their assistance.

If a member fails to comply with these codes of conduct in a manner which brings the Club into disrepute, the Club management will consider whether his/her membership will be terminated.

BLUE CARD SCREENING REQUIREMENTS POLICY

All coaches over 18 require a Blue Card or Exemption Card.

All development officers over 18 who work in our Schools Development Program require a Blue Card or Exemption Card.

Labrador annually appoint a Blue Card Coordinator who will be identified on the Club website and will work with all club coaches and administrators to ensure that relevant safety checks have been undertaken in terms of the Labrador Child and Youth Risk Management Strategy (RMS).

The RMS has been developed to comply with the Working with Children (Risk Management and Screening) Regulation 2011 which aims to keep children and young people safe. The RMS can be viewed or downloaded - see the link for Club Policies on our website - www.tigerstix.com.au/node/26. Written copies of the RMS will also be in Coach and Manager Handbooks for all Junior teams.

HEALTHY & SAFE SPORT

Labrador Hockey Club administration is aware of the importance of providing a healthy and safe playing and spectating environment for all members and guests. All members will have access to this policy via the Club website and copies held in the clubhouse. All members are responsible for observing this policy.

General health & safety recommendations are reprinted below. Please refer to the Healthy & Safe sport on our website or in the clubhouse to view more detailed policies and guidelines including Child & Youth Risk Management; Drugs in Sport; Smoke Free Environment; Responsible Alcohol Consumption; Blood & Infectious Diseases; Sun Safety; Participating while Pregnant; Hot Weather Guidelines; and Harassment policies.

GENERAL

1. Club uniforms are designed appropriately for safe participation and must be worn at all games. Tigerstix Cubs and Rookies participants are exempt.
2. Suitable sports shoes must be worn at all times at training and games. Leather upper shoes afford greatest protection from possible impact injury.
3. It is very strongly recommended that shin guards are worn at all skills training sessions and games.
4. It is very strongly recommended that mouth guards are worn at all skills training sessions and games.
5. Participants are required to provide their own full water bottle at all training sessions and games for fluid replacement before, during and after these activities. Coaches

will insist on appropriate fluid replacement at all training sessions and games. Sharing of water bottles must not be allowed.

6. The Club and its coaches promote appropriate warm up and stretching before as well as cool down activities after all training sessions and games.
7. Goalkeepers must wear (and be provided with) hockey approved helmet, kickers, leg guards, abdominal & pelvic protector and hand protectors during all skills training sessions and games as a minimum personal protection requirement.
8. Defence players are encouraged to use face masks, gloves, and abdominal guards (male players) during penalty corner defence to provide protection appropriate to their level of competition.
9. Senior players and junior player's parents are to advise their coach and manager at their earliest convenience of any medical condition or medical history that may affect their participation along with appropriate first aid requirements that may need to be administered.
10. Participants recovering from illness or injury are encouraged not to return to playing until fully recovered.
11. Any participant suffering concussion or a head injury is not to return to training or playing until cleared to do so by a doctor.
12. Hockey Queensland limited player insurance is incorporated into membership fees. Adequate public liability insurance is in place.
13. Playing surfaces, structures and surrounds will be adequately maintained to provide a safe playing and spectating environment.
14. Ice and a first aid kit are available at all times for the administration of basic first aid.
15. Change rooms and toilets will be kept clean, hygienic and well maintained.
16. Appropriate Codes of Conduct for senior and junior players, coaches and parents are issued to all members. They are encouraged to act as safe sport role models at all times.

PLAYER LOYALTY POLICY

Preamble:

Labrador provides development and coaching for Junior and Senior players, and it is expected that Junior players who start with Labrador will continue to play with Labrador throughout their playing career as a great deal of effort goes into recruitment and facilities are provided to our Juniors at discounted prices to encourage their development.

Policy for all players:

Any player who transfers to another club after having been a member of Labrador Hockey Club will be required to apply in writing to the management committee should they wish to return to play for Labrador. Any fees that the committee deem fit to impose will be required to be paid prior to acceptance of re-registration with Labrador.

Policy for sponsored players:

Any player who accepts financial or in kind support from Labrador Hockey Club agrees to play for Labrador in any competition that Labrador participates in during the season following such assistance being offered.

Should a player wish to **play for a club other than Labrador** during the first season following such assistance, they are to **refund in full to Labrador Hockey Club** any monies invested in them during the preceding year. Should the player not refund monies invested in them, they will be deemed unfinancial with Labrador Hockey Club and financial clearance will not be granted.

Written applications for exemption, including leaving the area for reasons of work or study, will be considered by the management committee on their merits.

PLAYER INJURY INSURANCE

Hockey Queensland holds a player injury insurance policy with JLT Insurance for limited financial compensation should you suffer injury training or playing in a Club organised event. For full details of the policy and claim details log on to www.jltsport.com.au/hockey and follow the links. Claims can be made for non Medicare expenses, Capital benefits for bodily injury sustained playing hockey, Physiotherapy (referral from doctor should be obtained), Weekly Benefits (income assistance), and Other Benefits relating to costs incurred in injury, rehabilitation, etc.

You can also email jltsport@jlta.com.au or phone 1300 130 373 for assistance.

Thank you to our Sponsors



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continue to support us.**