

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 returning to 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 any fence advertising possibilities to Club management for follow up.
- Assist in gaining any form of corporate partnership or 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/Information for Players/Club Policies](http://www.tigerstix.com.au/InformationforPlayers/ClubPolicies).

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.

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 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.

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 or manager** for details of possible cancellations. Ensure you **record your coach and managers' phone numbers somewhere safe once you are allocated to a team.**

VENUES

All Gold Coast fixtures are at the Gold Coast hockey precinct synthetic turf fields. Occasionally due to hockey events, matches may be moved to other venues such as the Nikki Hudson Hockey Centre, Runaway Bay. You will be given plenty of notice of any change.

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.

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 prohibited within the Gold Coast Hockey Centre precinct. **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 a regular basis. Times and dates are subject to change depending on our volunteer committee members' other commitments. Contact the secretary via email secretary@labradorhockey.org.au or check our website www.tigerstix.com.au to confirm dates. Everybody is most welcome.

UNIFORMS

All team members are to be fully kitted in club socks, shorts/skirt and shirt for fixture matches. 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 TRAINING

Reversible training singlets will be provided to players inclusive of your fees. This is a Covid-19 initiative to reduce opportunity of cross contamination for good health. Players will be able to reverse shirts to vary training groups in teams or squads without the need for 'bibs'. It is expected that players will wear their singlets to each training session. In cold weather, this may be with a T-shirt or long sleeved shirt underneath.

UNIFORM REQUIREMENTS FOR MATCHES

Men must wear plain black shorts and Women may wear plain black shorts or skirt. 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.

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, Pink.

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.

Labrador members are expected to comply with all directions for field usage given by Gold Coast Hockey Management Group staff (the facility managers). Any queries or concerns in this regard should be directed to a Labrador Committee member if further guidance is required.

The user will ensure that:

- *The field is watered before use.*
- 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.

These conditions of turf field usage apply to all fields at Gold Coast Hockey Centre and the Nikki Hudson Hockey Centre, Gold Coast Performance centre, Runaway Bay.

NO DOGS ARE ALLOWED INSIDE THE PERIMETER FENCE AT EITHER VENUE.

NO SMOKING IS ALLOWED INSIDE THE PERIMETER FENCE AT EITHER VENUE.

CLUB MEMBERSHIP FEES

It is expected that all fees will be paid upon registration or an instalment plan will be completed. Fees are due and payable in full by end of May each year. Participation in fixtures beyond this date will be restricted until players are fully financial.

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.

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 online or at Club Payment Day. *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.

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.

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

Ensure that selection decisions are based mainly on performance and that the following is also considered:

- 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).
- every effort will be made to cater for player requests to play with friends, however where there is more than one team in a division the objective is to choose teams of equal ability overall.
- in the event that there are either too few or too many players for a team, placement of returning Labrador players into a team will be given priority.
This rule may be waived for Division 1 teams where elite players from elsewhere may be selected in a team ahead of returning Labrador players based on performance or potential.

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 and the selection panel (as identified below) will be informed in writing of the dates and location for team selection by the Coordinator.

Coaches or their nominated delegate will be available for all player trial dates.

Selection criteria will be reiterated during the season so that players are clear about 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 panel

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.

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

If the notification period 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.

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

Selection Panels will be made up of the following:

A Head Selector. The Head Selector will be the Head Coach who may seek assistance from other club members as approved by the management committee as this role is to oversee the selection of all grades.

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)**.

An initial selection panel meeting will be convened by the Head Coach immediately after team trials. Subsequent selection panel meetings may be called by the Head Coach during the season as required. Meetings are to include:

- The Selection panel
- Relevant Senior Coordinator - to consult in regard to player training and match availability.
- Relevant Junior coordinator - to ensure junior players are not overcommitted or overlooked.
- Registrar - to provide input and guidance in regard to team listing.

Selection panels will be responsible for discussing and recommending the appointment of team leader and assistant leader to each team. 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.

It is recognised that Division 1 is an elite competition and as such players performance and team needs may influence match time, however in Division 2, 3 and 4 where player development is a priority, allocated registered team members (team players) are to receive priority of match time.

This guideline may be relaxed if necessary for finals or extraordinary games at the coach’s discretion. Coaches should keep in mind that player satisfaction creates positive morale and return players for next season.

What we ask you to do

Coaches

- Your allocated registered team members (team players) are to have game time priority.
- It is the coach’s responsibility to ensure reasonable game time for team players who play only one game per weekend, as well as any team players who have paid to play a second game with your team per weekend.
- The club’s policy is to retain no more than fourteen (14) players for any one game, including any players recruited from another division team.
- In division 1, it is expected that the coach will retain at least fourteen (14) players and rotate all equitably, based on performance and the team needs.
- In divisions 2, 3 and 4 the coach may choose to retain thirteen (13) or less players, depending on the availability of team players.
- Other division player(s) (substitute players called in to replace team players who are absent/injured) who have another team to play in are to be substituted sparingly so that the team registered players are allocated maximum playing time.
For example:
 - *if a player only has one game, maximise match time – 60 minutes is reasonable;*
 - *if a player has a second match to play, maximum match time may be only 30 minutes.*
 - *substitute players are not to start the match ahead of team players, except in exceptional circumstances eg. players running late.*
- The maximum number of players for any game is sixteen (16) players. Usually it is only in the lowest division that teams have a full quota which requires careful rotation on any match day when all players are present.
- 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) is 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 players receiving fair time, discuss alternative selections with your relevant Coordinator and if a satisfactory outcome cannot be reached, discuss with the Player Representative.

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.
- Encourage your child to use any 'benching' opportunities as an opportunity to be involved in their club and to learn, even if they 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 – from Australian Sports Commission Coach Code of Conduct 2012

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:

- thank the opposition Coach and Manager – possibly tapping elbows;
- thank both umpires and thank them for their time – possibly tapping elbows.

Players will:

- tap sticks/elbows with all opponents and thank them for the game;
- thank both umpires and possibly tap elbows;
- 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.

SPECTATOR BEHAVIOUR POLICY

Our commitment

Our club is committed to providing a safe environment for participation. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending a game or event will not be tolerated.

Inappropriate behaviours are outlined in our Code of Behaviour and specifically include:

- using bad language
- harassing or ridiculing players, coaches, officials or other spectators
- making racist, religious, sexist or other inappropriate comments to players, coaches, officials or other spectators
- any threatening behaviour or physical altercation between spectators and players, coaches, officials or other spectators
- putting undue pressure on children, berating them or putting down their performance
- drinking to excess at a game or training or club event.

What we will do

Provide members, their parents and other sporting personnel with our Code of Behaviour and make clear what is expected and the consequences of non-compliance.

Where possible, bind non-members by prominently displaying conditions of entry to grounds and facilities and by requiring parents to abide by club rules (eg. by ensuring that parents and supporters club members adhere to the agreed Code of Behaviour).

Reinforce messages of fair and respectful behaviour by displaying signs and posters around our facilities and providing information on our website, in our newsletter and through other club communication.

Encourage our coaches and officials to complete training to develop their skills and confidence.

Ban bringing alcohol to training, a game or club event.

Encourage reporting of incidents that are a breach of code of conduct. Investigate inappropriate behaviours as outlined in this policy and take disciplinary or whatever other actions as are deemed necessary.

Encourage our players, coaches, officials and spectators to call the police if they are concerned about escalating behaviour and their safety or the safety of others.

What we ask you to do

Help create a positive atmosphere for players, officials and other spectators by showing respect for players, officials and other spectators.

Abide by our club's Code of Behaviour and refrain from using bad language, harassing or ridiculing others, or behaving in a threatening or violent manner.

If you are aware of inappropriate spectator behaviour and you feel confident to do so, speak with the person and ask them to stop. If there is a ground official or committee member present, ask for their assistance.

Report any inappropriate spectator behaviour to the club president or someone in a position of authority.

Call the police or a club official if you are concerned for your safety or the safety of others.

Non-Compliance

Parents or others found to have behaved inappropriately who have agreed to abide by our club's Code of Behaviour and this policy may face disciplinary action as determined by the management committee.

CHILD & YOUTH RISK MANAGEMENT STRATEGY

This policy can be viewed in full on our website www.tigerstix.com.au refer to Information for Players – Club Policies. The following information applies to adult interactions with children.

Interacting with Children and Young People at Labrador Sports Club Inc.

The following code of conduct applies to **ALL** persons involved with Labrador Sports Club Inc (LSC) and should be read in conjunction with other LSC published codes of conduct relating directly to the sport.

LANGUAGE will be

- positive,
- use encouraging words,
- pleasant tone of voice,
- honest and open.

Insults, name calling, criticism, bullying, swearing, yelling, racist and sexually suggestive comments or jokes are inappropriate at LSC.

PHYSICAL CONTACT

Appropriate physical contact is:

- assisting a child with an injury
- protecting a child from harm
- demonstrating a skill

Inappropriate physical contact is:

- violent or aggressive behaviour
- hitting, kicking, slapping, pushing
- kissing or touching of a sexual nature

One on One Contact:

- where possible ensure the child is visible to others,
- inappropriate contact is not to take place
- do not show favouritism to any child

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 INJURY INSURANCE

Hockey Australia holds a player injury insurance policy with Honan 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

<https://hockey.honansport.com.au/PersonalInjury/Claim> 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 info@honan.com.au or phone 03 9947 4366 for assistance.

Thank you to our Corporate Partners



Support of our corporate partners helps them to continue to support us.