

CODE OF CONDUCT



**GENESIS
HOCKEY**



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HOCKEY**

Genesis Code of Conduct for Young People - U12

Genesis wants to provide the best possible environment for all young people involved in the sport. Young people deserve to be given enjoyable, safe sporting opportunities, free of abuse of any kind. These participants have rights, which must be respected, and responsibilities that they must accept. Young people should be encouraged to realise that they have responsibilities to treat other participants and sports leaders with fairness and respect.

Young players are entitled to:

- Be safe and to feel safe
- Be listened to
- Be believed
- Have fun and enjoy hockey
- Have a voice in relation to their activities within Hockey
- Be treated with dignity, sensitivity and respect
- Participate on an equitable and fair manner, irrespective of ability, disability, gender, religion, social class, etc.
- Experience competition at a level at which they feel comfortable
- Make complaints and have them dealt with
- Get help against bullies
- Say No
- Protect their own bodies
- Confidentiality (see section on confidentiality)

Young players will always:

- Treat Sports Leaders with respect, (including administrators, coaches, umpires, managers, children's officers, club officials, etc.,)
- Look out for themselves and the welfare of others
- Play fairly at all times, do their best
- Be organised and on time, tell someone if you are leaving a venue or competition
- Respect team members, even when things go wrong
- Respect opponents, be gracious in defeat
- Abide by the rules set down by team managers when travelling to away events, representing the club, school, province or country, etc.
- Behave in a manner that avoids bringing Hockey in any way into disrepute
- Talk to the Children's Officer within the club if they have any problems

Young players will never:

- Cheat
- Use violence or physical contact that is not allowed within the rules
- Shout or argue with officials, team mates or opponents
- Harm team members, opponents or their property
- Bully or use bullying tactics to isolate another player or gain advantage
- Keep secrets, especially if they have caused or could cause harm
- Tell lies about adults / young people
- Spread rumours
- Discriminate against other players on the basis of gender, disability, social class, religion

Every Youth member should read and understand the above code and in consultation with your parent/guardian sign below and return to Fiona Connery or your Genesis team manager.

Name (in print): _____ Date: _____

Countersigned By Parent/Guardian _____ Date: _____



**GENESIS
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Genesis Code of Conduct for Young People - U18

Genesis wants to provide the best possible environment for all young people involved in the sport. Young people deserve to be given enjoyable, safe sporting opportunities, free of abuse of any kind. These participants have rights, which must be respected, and responsibilities that they must accept. Young people should be encouraged to realise that they have responsibilities to treat other participants and sports leaders with fairness and respect.

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- Be believed
- Have fun and enjoy hockey
- Have a voice in relation to their activities within Hockey
- Be treated with dignity, sensitivity and respect
- Participate on an equitable and fair manner, irrespective of ability, disability, gender, religion, social class, etc.
- Experience competition at a level at which they feel comfortable
- Make complaints and have them dealt with
- Get help against bullies
- Say No
- Protect their own bodies
- Confidentiality (see section on confidentiality)

Young players will always:

- Treat Sports Leaders with respect, (including administrators, coaches, umpires, managers, children's officers, club officials, etc.,)
- Look out for themselves and the welfare of others
- Play fairly at all times, do their best
- Be organised and on time, tell someone if you are leaving a venue or competition
- Respect team members, even when things go wrong
- Respect opponents, be gracious in defeat
- Abide by the rules set down by team managers when travelling to away events, representing the club, school, province or country, etc.
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- Talk to the Children's Officer within the club if they have any problems

Young players will never:

- Cheat
- Use violence or physical contact that is not allowed within the rules
- Shout or argue with officials, team mates or opponents
- Harm team members, opponents or their property
- Bully or use bullying tactics to isolate another player or gain advantage
- Take banned substances, alcohol, smoke or engage in sexual behaviour
- Keep secrets, especially if they have caused or could cause harm
- Tell lies about adults / young people
- Spread rumours
- Discriminate against other players on the basis of gender, disability, social class, religion

Every Youth member should read and understand the above code and in consultation with your parent/guardian sign below and return to Fiona Connery or your Genesis team manager.

Name (in print): _____ Date: _____

Countersigned By Parent/Guardian _____ Date: _____



GENESIS
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Genesis Youths Guidelines for Parent(s)/Guardian(s)

Hockey believes that Parent(s)/Guardian(s) will:

- Be a role model for your child and maintain the highest standards of conduct when interacting with young people, other parents, officials and organisers
- Always behave responsibly and do not seek to unfairly affect the outcome of a game, a player or the opponent
- Never intentionally expose any young participant to embarrassment or disparagement by the use of flippant or sarcastic remarks
- Always recognise the value and importance of the officials and volunteers who provide sporting and recreational opportunities for your child. Do not publicly question their judgment or honesty. Respect Children's Officers, Designated Persons, coaches, umpires, youth organisers, managers and other players.
- Encourage your child to play by the rules. Teach your child that honest endeavour is as important as winning and do all you can to encourage good sportsmanship.
- Set a good example by applauding good play on both sides. Encourage mutual respect for teammates and opponents.
- Take an interest in your child's sport and support the child's participation in their chosen activity.
- Parents should support all efforts to remove abusive behaviour and bullying behaviour in all its forms. (bullying policy currently under review and will be available shortly on our website www.geneshockeyclub.ie).

Parents/Guardians Code of Conduct

Parent(s)/Guardian(s) will:

- Understand and ensure that my child abides by the Genesis Club player code of conduct.
- Respect and abide by the code of ethics for hockey (refer to the Genesis club website or the Irish Hockey Association website) and this code of conduct for parents.
- Respect my child's teammates and leaders as well as players, parents and coaches from opposing teams. Parents will encourage their child to treat other participants, coaches, children's officers, officials, selectors and managers with respect.
- Give encouragement and applaud only positive accomplishments whether from my child, his/her teammates, their opponents or the officials.
- Respect my child's leader(s) and support his/her efforts.
- Respect the officials and their authority during sessions and events within the club and under the auspices of Irish Hockey Association.
- Never demonstrate threatening or abusive behaviour or use foul language
- Know my child's' training and competitive programme and accept it is my responsibility for delivering and collecting my child punctually.
- Ensure the team manager is informed regarding any absenteeism, medical conditions or other relevant matters concerning my child.

I agree to abide by the rules and procedures of Genesis Hockey Club and in particular the Guidelines and Code of Conduct for Parents.

Name (in print): _____ Signature: _____

Date: -- / -- / ----

A positive environment

- Be generous with praise and never ridicule or shout at players for making mistakes or for losing a game. All young players are entitled to respect.
- Be careful to avoid the "star system". Each child deserves equal time and attention.
- Remember that young players play for fun and enjoyment and that skill development and personal satisfaction have priority over highly structured competition. Never make winning the only objective.
- Set realistic goals and appropriate challenges for the participants and do not push young players. Create a safe and enjoyable environment.
- When approached to take on or taking on a new player, ensure that the relationship with the previous club/coach has been ended in a professional manner.
- When young players are invited into adult groups/squads, it is advisable to get agreement from a parent/guardian. Boundaries of behaviour in adult groups are normally different from the boundaries that apply to junior groups/squads.
- Leaders who become aware of a conflict between their obligation to their players and their obligation to the club/organisation must make explicit the nature of the conflict and the loyalties and responsibilities involved, to all parties concerned.
- Leaders should communicate and co-operate with medical and ancillary practitioners in the diagnosis, treatment and management of their players' medical or related problems. Avoid giving advice of a personal or medical nature if you are not qualified to do so. Any information of a personal or medical nature must be kept strictly confidential unless the welfare of the child requires the passing on of this information. Any referral to medical and ancillary practitioners requires parental consent.
- The nature of the relationship between leader and a participant can often mean that a leader will hear confidential information about a player or player's family. This information must be regarded as confidential and must not be divulged to a third party without the express permission of the young person/family, except where abuse or neglect is suspected.



GENESIS
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Under 18 - Genesis Code of Conduct for players for away trips

Genesis wants to provide the best possible environment for all young people involved in hockey. Genesis Colts hockey are delighted that you are travelling on this overnight trip with the club. Genesis Hockey and its sports leaders are committed to ensuring that this is a positive experience for you and your team. The main aim of the trip is to;

- (a) Build team spirit through hockey
- (b) Develop further hockey skills and match experience
- (c) Have fun and meet new people and
- (d) experience a night away with your club.

Genesis leaders have all completed and signed the code of conduct for Sports Leaders and have been Garda vetted. Their role is to ensure your safety during the trip. This will be greatly facilitated if the children work within the boundaries that the club have established.

Please read through the guidelines with your child before the trip and sign below:-

1. From the beginning of trip please be on time for scheduled events.
2. Throughout the trip if you have any questions or concerns please let your Genesis leader know as soon as possible.
3. No electronic devices are permitted on this trip. Your sports leaders will willingly provide a phone if you wish to contact home.
4. As a representative of Genesis you are expected to wear the club gear at all hockey sessions and behave appropriately at all times.
5. Be respectful of our hosts and hosts property in this case
6. Never use socially improper language, in the company of your teammates or in public.
7. Adhere to curfews or other restrictions which are in place for your interest and that of the rest of the group.
8. Respect is at the heart of Genesis Hockey. It is important that there is mutual respect and unity amongst team members. If there is issue, it should be communicated to a Genesis Leader who will deal with it during the trip. If they/she are/is still dissatisfied with the outcome of the Genesis Leaders' decision, they may appeal it to the Genesis Management Committee on their return from the trip.
9. No Team member shall place negative, disparaging or offending messages or images that are hurtful to other people on websites or in social media (twitter, snapchat, what's app etc.). THINK BEFORE YOU CLICK.
10. Genesis Sports Leaders have the authority to deal with all disciplinary matters and the duty to impose sanctions. These may, depending on the nature of the breach, include withdrawal from further participation or sending home. Serious breaches of this Code will be reported to the Genesis Management Committee who may take further action.



**GENESIS
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Young Players Code of Conduct as discussed at the beginning of the season:

Young players will never:

- Cheat
- Use violence or physical contact that is not allowed within the rules
- Shout or argue with officials, team mates or opponents
- Harm team members, opponents or their property
- Bully or use bullying tactics to isolate another player or gain advantage
- Take banned substances, alcohol, smoke or engage in sexual behaviour
- Keep secrets, especially if they have caused or could cause harm
- Tell lies about adults / young people
- Spread rumours
- Discriminate against other players on the basis of gender, disability, social class, religion

I have read the Code of Conduct and agree to its terms:

Signed _____(player) Dated_____

I agree that my daughter signs the above and I accept that the terms of the Code of Conduct will apply to them whilst members of the Team.

Signed:_____ (parent) Dated:_____

You are advised to maintain a copy of this document for reference.



GENESIS
HOCKEY

Under 12 - Genesis Code of Conduct for players for away trips

Genesis wants to provide the best possible environment for all young people involved in hockey. Genesis Colts hockey are delighted that you are travelling on this overnight trip with the club. Genesis Hockey and its sports leaders are committed to ensuring that this is a positive experience for you and your team. The main aim of the trip is to;

- (a) Build team spirit through hockey
- (b) Develop further hockey skills and match experience
- (c) Have fun and meet new people and
- (d) experience a night away with your club.

Genesis leaders have all completed and signed the code of conduct for Sports Leaders and have been Garda vetted. Their role is to ensure your safety during the trip. This will be greatly facilitated if the children work within the boundaries that the club have established.

Please read through the guidelines with your child before the trip and sign below:-

1. From the beginning of trip please be on time for scheduled events.
2. Throughout the trip if you have any questions or concerns please let your Genesis leader know as soon as possible.
3. No electronic devices are permitted on this trip. Your sports leaders will willingly provide a phone if you wish to contact home.
4. As a representative of Genesis you are expected to wear the club gear at all hockey sessions and behave appropriately at all times.
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6. Never use socially improper language, in the company of your teammates or in public.
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8. Respect is at the heart of Genesis Hockey. It is important that there is mutual respect and unity amongst team members. If there is issue, it should be communicated to a Genesis Leader who will deal with it during the trip. If they/she are/is still dissatisfied with the outcome of the Genesis Leaders' decision, they may appeal it to the Genesis Management Committee on their return from the trip.
9. No Team member shall place negative, disparaging or offending messages or images that are hurtful to other people on websites or in social media (twitter, snapchat, what's app etc.). THINK BEFORE YOU CLICK.
10. Genesis Sports Leaders have the authority to deal with all disciplinary matters and the duty to impose sanctions. These may, depending on the nature of the breach, include withdrawal from further participation or sending home. Serious breaches of this Code will be reported to the Genesis Management Committee who may take further action.



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- Keep secrets, especially if they have caused or could cause harm
- Tell lies about adults / young people
- Spread rumours
- Discriminate against other players on the basis of gender, disability, social class, religion

I have read the Code of Conduct and agree to its terms:

Signed _____(player) Dated_____

I agree that my daughter signs the above and I accept that the terms of the Code of Conduct will apply to them whilst members of the Team.

Signed:_____ (parent) Dated:_____

You are advised to maintain a copy of this document for reference.



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Genesis Guidelines for Sports Leaders

Genesis recognises the key role leaders (coaches, youth administrators, captains, selectors and team managers, etc.) play in the lives of young people in the club. Leaders should strive to create a positive environment for the children in their care. They have an overall responsibility to take the necessary steps to ensure that positive and healthy experiences are provided. All Leaders should have as their first priority the children's safety and enjoyment of hockey and should adhere to the guidelines and regulations set out in this Code of Ethics.

Genesis Leaders will:

- Respect the rights, dignity and worth of every child and must treat everyone equally, regardless of gender, disability, ethnic origin, religion, etc.

Leaders working with young people in Genesis will:

- Be suitable and have the necessary qualifications. Leaders will be expected to go through appropriate recruitment and selection procedures that apply to all persons with substantial access to young people, whether paid or unpaid. References will be needed and will be followed up.
- Comply with a 'sign-up' procedure, whereby the appointed/reappointed leaders agree to abide by the Code of Ethics and Good Practice for Children in Sport and to the policies and Code of the Conduct of Hockey.
- Know and understand the child protection policies and procedures in Genesis.
- Act as a role model and promote the positive aspects of hockey and maintain the highest standards of personal conduct.
- Develop an appropriate relationship with young people, based on mutual trust and respect. Remember your behaviour to players, other officials, and opponents will have an effect on the players in your care.
- Report any concerns they have to the Designated Person in Genesis.

As a role model they:

- Will be required to display high standards of language, manner, punctuality, preparation and presentation.
- Ensure that players in their care respect the rules of the game. Insist on fair play and ensure players are aware that you will not tolerate cheating or bullying behaviour.
- Encourage the development of respect for opponents, officials, selectors and other leaders and avoid criticism of fellow trainers and coaches. Do not criticise other leaders.
- Must actively discourage the use of drugs, alcohol and tobacco as being incompatible with a healthy approach to sporting activity.
- Must avoid the use of alcohol and banned substances, before coaching and training, during events, while supervising trips with young players.

Protection for leaders and young people

- Leaders are responsible for setting and monitoring the boundaries between a working relationship and friendship with players. It is advisable for leaders not to involve young players in their personal life i.e. visits to leader's / coach's home or overnight stays. It is important to realise that certain situations or friendly actions could be misinterpreted by the participant or by outsiders.
- Avoid working alone and ensure there is adequate supervision for all activities.
- Where possible work in an open environment and ensure that physical contact is appropriate and has the permission or understanding of the young person
- Care must be taken not to expose a child intentionally or unintentionally to embarrassment or disparagement by use of sarcastic or flippant remarks about the child or his/her family.
- Physical punishment or physical force must never be used. Never punish a mistake - by verbal means, physical means, or exclusion.

A positive environment

- Be generous with praise and never ridicule or shout at players for making mistakes or for losing a game. All young players are entitled to respect.
- Be careful to avoid the "star system". Each child deserves equal time and attention.
- Remember that young players play for fun and enjoyment and that skill development and personal satisfaction have priority over highly structured competition. Never make winning the only objective.
- Set realistic goals and appropriate challenges for the participants and do not push young players. Create a safe and enjoyable environment.
- When approached to take on or taking on a new player, ensure that the relationship with the previous club/coach has been ended in a professional manner.
- When young players are invited into adult groups/squads, it is advisable to get agreement from a parent/guardian. Boundaries of behaviour in adult groups are normally different from the boundaries that apply to junior groups/squads.
- Leaders who become aware of a conflict between their obligation to their players and their obligation to the club/organisation must make explicit the nature of the conflict and the loyalties and responsibilities involved, to all parties concerned.
- Leaders should communicate and co-operate with medical and ancillary practitioners in the diagnosis, treatment and management of their players' medical or related problems. Avoid giving advice of a personal or medical nature if you are not qualified to do so. Any information of a personal or medical nature must be kept strictly confidential unless the welfare of the child requires the passing on of this information. Any referral to medical and ancillary practitioners requires parental consent.
- The nature of the relationship between leader and a participant can often mean that a leader will hear confidential information about a player or player's family. This information must be regarded as confidential and must not be divulged to a third party without the express permission of the young person/family, except where abuse or neglect is suspected.



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Sports Leaders Code of Conduct

Leaders must familiarise themselves with the Code of Ethics and Good Practice for Children's Sport and in particular with the Genesis Code of Ethics for Young People and follow the procedures if they suspect or receive complaints of abuse of any sort. Leaders have to read below and agree to abide by these terms.

Genesis Leaders should

- Be positive during sessions and competitions, praise and encourage effort as well as results
- Put welfare of young person first, strike a balance between this and winning / results
- Encourage fair play and treat participants equally
- Recognise developmental needs, ensuring activities are appropriate for the individual
- Plan and prepare appropriately
- Anyone working with children should do the ISC/SportNI Code of Ethics and Good Practice awareness course and hold up-to-date qualifications and be committed to the values and guidelines of the IHA and Genesis
- Involve parents where possible and inform parents when problems arise
- Keep a record of attendance at training and competitions
- Keep a brief record of injury(s) and action taken
- Keep a brief record of problem/action/outcomes, if behavioural problems arise
- Report any concerns in accordance with this Code's reporting procedures
- Encourage young people to respect one another and to expect respect for their worth as individuals for their worth regardless of their level of play
- Be acutely aware of the power that you as a coach develop with your players in the coaching relationships and avoid any sexual intimacy with young people that could develop as a result
- Actively discourage the use of performance enhancing drugs, the use of alcohol and tobacco and any illegal substance
- Encourage young people and other coaches to develop and maintain integrity in their relationship with others

Where possible Genesis Leaders will avoid:

- Spending excessive amounts of time with children away from others
- Taking sessions alone
- Taking children to their home
- Taking children on journeys alone in their car

Sports Leaders within Genesis will not:

- Use any form of punishment or physical force on a child
- Use their position of trust to gain benefits for themselves or for others.
- Exert undue influence over a participant in order to obtain personal benefit or reward
- Engage in rough physical games, sexually provocative games or allow or engage in inappropriate touching of any kind, and /or make sexually suggestive comments about, or to a child. This includes innuendo, flirting or inappropriate gestures and terms
- Take measurements or engage in certain types of fitness testing without the presence of another adult and permission of the parent(s).
- Undertake any form of therapy (hypnosis etc.) in the training of children
- Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your players
- Never communicate or form a "friendship" with children online with the intent of arranging to meet in the "real world"
- Never ask anyone to keep secrets of any kind

I agree to abide by the rules and procedures of the Irish Hockey Association and also the Genesis Guidelines and Code of Conduct for Sports Leaders.

Name (in print): _____ Signature: _____

Date: -- / -- / ----