



# HASLEMERE HOCKEY CLUB

## CODE OF CONDUCT AND DISCIPLINARY PROCEDURES

Over the last few years, standards of behaviour within the game of hockey have been eroded to the point where England Hockey, together with the Regional and County associations, has been obliged to confront the issue. All clubs are now required to establish a code of conduct and disciplinary procedure and to appoint an officer to oversee its enforcement.

Although Haslemere Hockey Club (HHC) has a good disciplinary record overall, it is not immune from this problem and has measures in place to ensure that it maintains the very highest standards of behaviour by all its members. This includes a Code of Conduct (that all members are required to sign up to as part of their club subscription) and a Disciplinary Panel that is responsible for its enforcement. This procedure is covered by clause 5(j) of the Rules of Haslemere Hockey Club.

### General Guidelines

All players, are expected to socialise with umpires, the opposition, and their own teammates after the game whether home or away. Out of courtesy, any player who has to leave straight after a match, should inform their Captain prior to the game and ensure their match fee is paid.

Where umpires officiate at a home game, at least one player will be delegated by the Team Captain to ensure that they are offered appropriate hospitality and that they enjoy their visit to Woolmer Hill.

While players, coaches, managers and spectators are encouraged to discuss the game with umpires in the bar, such discussions should only be conducted in a courteous and constructive manner. However, the discussion of umpiring standards or specific umpiring decisions either immediately after the game (within the environs of the pitch), or in a public changing room, or in the clubhouse without involving the umpire concerned, will not be tolerated.

### Code of Conduct

HHC's Code of Conduct is deemed to be in force at any time that the Club is being represented by any player, coach, manager or non-playing member at matches, tournaments, tours and training sessions.

#### Green and Yellow cards

Within three days of any match, HHC Captains are required through the HHC website to report ALL awards of green and yellow cards given to any members of their teams and the reasons for them. Points will be assigned by the Disciplinary Panel as follows:

Green	0 points
Green for dissent or un-gentlemanly conduct	2 points
Yellow	1 point
Yellow for dissent or un-gentlemanly conduct	6 points



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If a member reaches 12 points, the Panel will examine his or her record and consider an appropriate sanction, this being a suspension or any other sanction the panel deems appropriate. In reaching its decision, the Panel will also consider the period within which the points threshold was reached and take into account any suspension served within the previous 18 months.

### Red Cards and Match Day Misconduct Offence (MMO)

The Disciplinary Panel will immediately investigate any award of a red card or MMO and automatically suspend the player for a minimum period of 30 days unless having regard to all the circumstances the panel decide otherwise. Within this period, the player concerned (with a representative of his choosing) will appear at a closed hearing convened by the Panel.

In reaching a final decision on the total length of suspension to be imposed, the Panel will follow regulations regarding the overall minimum tariff set by England Hockey in relation to the type of offence committed. It will also liaise closely with the Hampshire County Disciplinary Administrator.

### Other Disciplinary Issues (not covered by umpires)

The Disciplinary Panel will also deal with any reported instances of un-gentlemanly conduct off the pitch, or other behaviour by members, which is detrimental to the reputation of HHC, as if a red card had been awarded on the pitch.

Members are reminded that the Team Captain has full responsibility for his team's behaviour before, during and after matches. They should therefore respect the Captain's authority and his reasonable requests. Captains are required to report gross breaches of their authority for investigation by the Disciplinary Panel including the conduct of coaches, managers and spectators. This may lead to suspension of the member concerned.

## **Disciplinary Panel**

The HHC Disciplinary Panel comprises three playing members of HHC, and is chaired by the club's Discipline Officer. He or she also provides the club's interface with the Disciplinary Administrator for the Hampshire Hockey Association. The Chairman will himself select two other players to sit with the Discipline Officer on the Disciplinary Panel, giving due regard to the need to provide a balance of age, playing experience and background.

Although the Discipline Officer will be appointed by and report to the HHC Board, he and the Panel will act completely independently of the club's general management in enforcing the club's Code of Conduct.

The decisions of the Disciplinary Panel will be communicated to the Director of Hockey who will ensure that suspensions etc. are duly served. Such action is covered by clause 9(a) of the Rules of Haslemere Hockey Club.