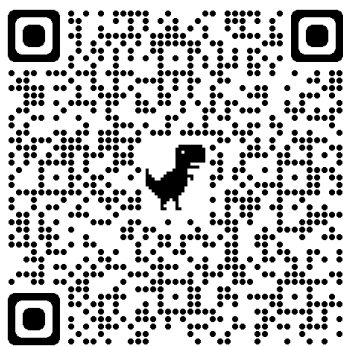


## Code of Conduct 2023-24

All players shall behave in a respectful manner and in the “fair play” spirit of hockey.

- No member of CAHC shall seek to intimidate or incentivise an official or member of another club in any manner whatsoever, either directly or indirectly.
- No player shall demonstrate violent behaviour, or deliberately seek to cause harm or injury to another player.
- All players shall respect the decision of the team captains/coaches in the selection of respective teams.
- Players are expected to acknowledge that the captain’s/coach’s decision is absolute and final on all playing and disciplinary matters during a match.
- Players shall accept the decision of the umpires in all circumstances, in accordance with the rules of Hockey Wales.
- Members playing in teams or associated with junior members (under 18 years of age) are reminded of the Hockey Wales Safe Guarding Policy.

[https://www.hockeywales.org.uk/\\_files/ugd/a54d82\\_ce687bdd7d684846bd5cdd35bc24dbd4.pdf](https://www.hockeywales.org.uk/_files/ugd/a54d82_ce687bdd7d684846bd5cdd35bc24dbd4.pdf)



### Disciplinary Offences:

The following actions may give rise to the commencement of a disciplinary process. They are not exhaustive and also include the use of all communication and publication methods, including social media and WhatsApp.

- Actions contradictory to CAHC Safe Guarding Policy
- Actions that arise in bringing CAHC’s reputation and image into disrepute, either directly or through association.
- Negligent or consciously unsafe behaviour
- Disrespectful, degrading, intimidating or bullying, language or behaviour towards another club member, a match official, a member of another club or member of the public.
- Violent conduct
- Exclusion from the field of play (red card)
- Persistent suspension from the field of play.

- Defiance of direct instructions of a designated club official responsible for upholding the club values and rules)
- Deliberate failure or refusal to implement a sanction issued by the disciplinary committee.

### **Disciplinary and Grievance Process:**

The disciplinary process is an impartial mechanism to investigate, review and decide a course of action in the best interests of the club and the individuals involved. The club will at all times ensure that the outcome of an investigation is not pre-judged, that any outcomes or sanctions will be explained personally in line with Disciplinary Policy 2023

### **Cards**

If a card or cards are awarded, Captains are required to report this, and the details of the offence committed, to the Head Coach of the appropriate section who will forward the information to the Club Chairperson. Captains are also responsible for ensuring that any behaviour which is contrary to the club's code of conduct is similarly reported. The Club Chairperson will review the information with the Disciplinary Committee Chair. A full fair and rounded investigation shall take place.

**Green and Yellow cards:** Reported within three days of any match,

- Green 0 points
- Green for dissent or unsporting conduct 2 points
- Yellow 1 point
- Yellow for dissent or unsporting conduct 4 points

If any member reaches **12 points**, the Panel will examine their record and consider an appropriate sanction. 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 defer to the Disciplinary Policy and 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 Hockey Wales in relation to the type of offence committed.