



IHUA Code of Conduct for Members

Introduction

The Association has a duty to provide guidelines to all its members in relation to how they conduct themselves both on and off the pitch.

The role of all our members within the game of hockey is a very important one. It is therefore essential that the expected standards of ethical behaviour are maintained at all times.

The umpire is any person who controls and applies the rules of the game of hockey. Umpires are the sole judges of fair play and have usually attained a recognised level of competence within their Provincial umpiring association.

Principles of the Code of Conduct

All members of the Association enjoy the full support and appreciation of the Association and expect all its members to conform to the ethical standards in the areas listed below.

It is imperative that all members take time to familiarise and understand the Code of Conduct and regularly refresh themselves with its content.

Personal Standards

Personal appearance and presentation is of great importance when umpiring. Umpires should consistently project a favourable and professional image of umpiring to colleagues, players, officials, parents, spectators and the general public.

In addition to this the umpire should:

- Umpires **MUST ONLY** wear the official Association clothing, including umpiring shirts for all appointments, and other items (rain jackets, tracksuits, casual shirts) when provided. Failure to wear approved Association umpiring clothing shall be considered a breach of this code of conduct.
- Be punctual and arrive at least 60 minutes before the game.
- Members should umpire all games in an unbiased and honest manner regardless of the reactions of players, coaches, spectators; time remaining; score, previous decisions made, or any other potential source of influence.

Personal integrity is a critical element regarding personal standards:

- Respect your colleague and all other umpires and their decision-making.
- Avoid using profanities or any other verbal comments not conducive to the expected standards
- Never umpire under the influence of alcohol or drugs under any circumstances.
- Umpires should take responsibility for their own continuous development, making the most of opportunities offered to them through the Association.

A member shall not:

- Engage in any conduct that is prejudicial to the interest of the game of hockey.
- Bring the game of hockey into disrepute either through their actions as an umpire, assessor, coach, player or spectator.
- Use technology (e.g. E-mail) or social media (e.g. Facebook and Twitter) to bring the game into disrepute or make inappropriate, unwanted or abusive comment(s) about a fellow Association member, umpire, player, coach, manager, technical official or club.
- Make any public comment (including on social media) or media statement that is detrimental to a fellow umpire, the Association or the game of hockey in general.

Competency

- Umpires should demonstrate a thorough and complete understanding of the rules and regulations governing hockey and their application.

- Umpires should comply with all rules, regulations and requirements of the game of hockey (as set by Hockey Ireland) as applicable to all national tournaments and Cup Competitions fixtures to which they are appointed
- Endeavour to ensure that the spirit of the game is maintained.

Relationships

Umpires should:

- Set and maintain an atmosphere for the enjoyment of the game.
- Always conduct themselves in an appropriate manner, both on and off the pitch, with their umpiring colleague, other umpires, players, coaches, managers, spectators and technical officials – whatever the level.
- Foster regular and effective communication with colleagues, coaches and players.
- Umpire with complete impartiality.
- Ensure that on or off the pitch their behaviour is consistent with the principles of good sportsmanship.
- Encourage and assist in the development of other umpires.

Safety

- Umpires have a responsibility to make sure that they provide a safe environment in which players can properly display their hockey skills.
- It is recommended that umpires carry out their duties in accordance with any specific safety protocols and/or guidance as issued by Hockey Ireland or IHUA.

Equity

- Members shall respect the rights of every umpire, player, coach and spectators and treat all as equals. This must be regardless of age, ethnic origin, gender, religion, sexual orientation, cultural background or political affiliation.
- Umpires should try to ensure that anyone umpiring under their supervision is equitable in their behaviour.

MISCONDUCT

Where a member has been deemed to have breached our Code of Conduct, a referral has been made by the Hockey Ireland Management Board or any other matter that requires investigation, a Disciplinary Panel consisting of three full members of the Association (at least one of whom shall be a member of the Executive Committee) shall be appointed by the Executive Committee.

The Executive Committee shall, if so warranted, instruct the National Appointments Coordinators not to appoint the person to any Hockey Ireland competition games, until the matter has been resolved.

The Disciplinary Panel shall meet as required to deal with charges of misconduct and shall report to the Executive Committee on such meetings and on decisions taken.

The Disciplinary Panel shall be convened by the Honorary Secretary and the Executive Committee shall appoint a Chairman. [The Panel may choose to convene a hearing or deal with charges by correspondence]

The Disciplinary Panel may suspend, or impose any reasonable penalty on, any member of the Association who it considers guilty of gross misconduct, breach of the Association or Hockey Ireland Code of Conduct or wilful breach of these Rules, without incurring any liability to such member for said punishment.

If the Panel considers a hearing is necessary the Honorary Secretary shall give at least seven (7) days' notice in writing to the member charged stating the date, time, venue and nature of the charges for which the hearing has been convened.

The member charged may submit to the Panel written evidence to assist in the investigation of the charge(s).

Failure to appear at, or to submit evidence which could and should have been submitted to the hearing, may result in the member charged losing the right to introduce additional evidence at any subsequent appeal.

If the member charged does not appear, or submit evidence to the hearing, the Disciplinary Panel, as the case may be, may proceed to deal with the charges in their absence.

The result of any Disciplinary Hearing will be notified to the member and Executive Committee within seventy-two (72) hours of the decision and may, at the discretion of the Executive Committee, be reported to the appropriate governing bodies.

APPEALS

Any member shall have the right of appeal to the Executive Committee against the decision(s) of the Disciplinary Panel, upon the following conditions:

- An appeal against the decision of the Disciplinary Panel must be forwarded in writing to the Honorary Secretary within fourteen (14) days of sending the notification of the decision.
- An appeal against the decision of the Disciplinary Panel must be accompanied by a €150.00 fee.
- The punishment determined by the Disciplinary Panel shall be suspended until the appeal is concluded.
- The Honorary Secretary shall give at least seven (7) days' notice in writing to the member, stating the date, time and venue of any appeal hearing.

If the member charged does not appear, or submit evidence to the hearing, the Executive Committee, as the case may be, may proceed to deal with the appeal in their absence. Any Committee member who sat on the Panel which heard the original charges must not take part in any way in the appeal process.

All appeals shall be decided by a simple majority of those present, entitled to vote and voting.

The result of the appeal will be notified to the member and to the Executive Committee within seventy two (72) hours of the decision and may, at the discretion of the Executive Committee, be reported to the appropriate governing bodies.

If the appeal is declined the fee will be retained by the Association. If the appeal is successful, the fee will be returned to the member.