



SENIOR DIVISION BYLAWS

NORTH HARBOUR HOCKEY ASSOCIATION INC

SENIOR DIVISION BY-LAWS

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1. INTRODUCTION

- 1.1 These Bylaws are the rules under which the Senior Division club competitions will be run.

2. AMENDMENTS

- 2.1 The North Harbour Hockey Association (NHHA) Office in consultation with Council of Clubs (COC) may make amendments to these By-laws at any time.

3. AFFILIATION/TEAM FEES

- 3.1 Each club shall pay to the NHHA in each year, prior to the Senior Division AGM, an affiliation fee of \$5.00 + GST.
- 3.2 Each affiliated club shall pay each year a fee, set by the NHHA Board and including any New Zealand Hockey Federation (NZHF) levies, for each open grade team entered in the Senior Division Competition.
- 3.3 A non-refundable 10% payment of team fees for each team entered in the Senior Division Competition, along with team entries, must reach the NHHA Office by the entry closing date. This is set annually by the NHHA Office. Failure to make this payment may result in exclusion from competition. Any club with a difficulty should make an individual approach to the Chief Executive Officer of NHHA.
- 3.4 The balance of the team fees will be invoiced in two separate amounts 45% payable by 30 May and 45% payable by 30 June each year. Failure to provide payment by any due date may result in a 10% financial penalty being imposed at the discretion of the CEO of NHHA. In addition, suspension of the club concerned may be imposed until any outstanding money is paid in full.
- 3.5 Fees and fines, including all fees for the use of the artificial surfaces, incurred by the clubs, teams or individual members must be paid by the due date shown on the account tendered from the Association.
- 3.6 All turf fees will be charged monthly
- 3.7 All the fees and fines prescribed in these By-laws relate to the winter competition and the NHHA Office/COC shall have the power to set fees and fines for any other competition under its control.
- 3.8 New clubs seeking affiliation shall consist of at least two teams. Such clubs shall apply to NHHA Office/COC for competition grade; state names of players and coach; provide evidence of financial structure and state uniform, plus any other information as required by NHHA Office/COC. Applications to be received prior to closing date for team entries.
- a) A New Club holds this status for a 2 year period, should a club wish to extend this status for an additional year a development plan must be presented to NHHA.
- i. A New Club can continue to produce annual development plans in attempt to maintain their new club status. NHHA would sign off on any New Club status extension. A New Club development plan

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would need to include but not be limited to criteria:

- Playing numbers
- Progression through grades
- Recruitment and retention strategies
- Financial position
- Development programmes/strategy
- Sponsor / funding

4. REGISTRATIONS/TRANSFERS OF PLAYERS

- 4.1 Before any player may take part in any of the open competitions of NHHA she/he must be registered as a member of a NHHA affiliated club. Said player must not be in financial arrears or under disciplinary action to any club or Association NHHA or otherwise unless special arrangements have been put in place.
- 4.2 No player shall belong to more than one affiliated club or association at the same time with the exception being any centralised nationally identified player.
- 4.3 NHHA registrations are valid for the current competition calendar.
- 4.4 If a player is transferring from another Association, clearance from their previous Association must be obtained via the Hockey New Zealand Registration system. No player may take the field in an NHHA fixture until the transfer has been approved by both club and association through the HNZ Registration system.
- 4.5 If a player is transferring to another club within the NHHA, the club must obtain clearance via the HNZ Registration system. No player may take the field in an NHHA fixture until the transfer has been approved by the both clubs through the Registration system.
- 4.6 Should any club fail to secure the registration/transfer of any player(s) in accordance with these Rules, such club may incur a penalty as outlined in Bylaw 8.6(b).
- 4.7 Secretaries of affiliated clubs shall complete via the HNZ Registration System, all required details of all members (players/coaches/managers) in their respective registered grades, no later than the date set by the NHHA Office. Any club failing to register its members by this date will forfeit all competition points from that date until it complies, unless the NHHA in consultation with the COC decides otherwise. Club administrators must regularly review/update members registrations to ensure they remain current.
- 4.8 Each club must register a minimum of 13 players including a goalkeeper in the Premier Team and a minimum of 14 players including a goalkeeper for teams in Premier Reserve grade and below to play regularly for each team.
- 4.9 NHHA policy will be that players participating in adult club competition teams may play only in same-sex teams.

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- a) Allowing however, for exceptional circumstances the NHHA in consultation with the COC will have discretion to make exceptions. A written application is required from a player who may wish to be exempted from 4.9.
- 4.10 To provide a pool of players for the lowest graded teams, clubs may nominate up to 4 players or 3 players and a goalkeeper from that club's next lowest team above that in which the club's bottom team is participating. Clubs must complete the Nominated Player Form (Appendix 2) and return by the date set annually by the NHHA Office. It is expected that the nominated players will be of a similar ability to those in the lower-graded team and must not be the contributing team's stronger players. Those players that are nominated for the lowest team **must not** be called on to play for the clubs higher teams. The lowest team will be determined as outlined in By-Law 5.5. NHHA in consultation with the COC has the ability to veto any nominated players participation in a lower team.
- 4.11 NHHA allows for a goalkeeper registered in a higher grade to play as a field player in a lower grade or a field player registered in a higher grade to play as a goalkeeper in a lower grade. For such players clubs must complete the Goalie Nomination Form (Appendix 3) and return by the date set annually by the NHHA Office. Goalkeepers who are granted field player dispensation and field players granted goalkeeper dispensation may play only in the team for which they are nominated.
- 4.12 Clubs participating in the NHHA Senior Division competition are not permitted to register new players within 4 weeks of the final game of championship.
- 4.13 No transfers between Associations/Clubs will be approved within 4 weeks of the final game of championship for NHHA competition.
- 4.14 No de-registrations of players will be approved within 4 weeks of the final game of championship for NHHA competition.
- 4.15. In the interests of safety and avoiding player burnout, players who are members of the Association's Junior Division (Year 8 & below) are not permitted to play in Senior Division competitions.

5. GRADING

- 5.1 The Grades shall be Premier, Premier 2, Premier 3, Division 1, Division 2 and Division 3. The number of teams in each Premier grade shall be no more than 8 except for Premier 3 being a maximum of 9 teams. All divisional grades shall be no more than 10 unless it is the lowest grade in which case it can grow to 12. Once the lowest grade has 12 teams the following year it will be split into 2 grades of 6 to create a new division on an alternate day. Automatic promotion of the Championship winner of the lowest grade will be decided prior to the start of the season by NHHA in consultation with COC dependent on team entries.
- 5.2 The NHHA Office shall determine the grade in which each team shall compete,

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based on the prior seasons results

- (a) Should it be necessary to change the number of teams in any grade, the positioning of any team in any grade shall be at the discretion of the NHHA Office in consultation with COC. In reaching a decision, two or more teams may be required to play grading game(s).
- (b) No club shall have more than 2 teams in any grade other than the lowest grade
- (c) A promotion/relegation game will be required under the following circumstances once the championship placings are final:
 - I. a team finishes last in their grade and the team that wins the grade below is from a different club
 - II. to qualify for promotion the winning team from the lower grade should they win the match they must not exceed the 2 team limit in a grade for a club
 - III. if the lowest placed team in Premier 2 is a second team for a club in that grade. As per by-law 5.3.
 - a. If a blockage is caused due to 5.2 (c) II. Where the winning team from the grade below is at the maximum of two teams in the grade above then the option of a promotion/relegation match will be offered to the 2nd placed team in said grade, pending team eligibility as per 5.2 (c) I, II, III.
- (d) All promotion/relegation games will be set by NHHA office 1 week post the final championship results being determined. All matches must be played the weekend following Secondary School Tournament. An earlier alternate date may be mutually agreed but must be submitted to the NHHA office for approval no later than the Friday prior to finals weekend.
 - I. All matches are assumed to be going ahead, Clubs have 72 hours after confirmation of promotion/relegation matches to formally notify the NHHA Office of any defaults.
 - II. If a club defaults their promotion/relegation match the Promotion/Relegation match default process (Appendix 9) will be used to determine an outcome.
- (e) Any club that chooses to not fill an allocated slot can only add additional teams into the lowest grade.
 - I. If a space opens up in the higher grade, the highest ranked team from the grade below will be offered the opportunity to be promoted.
 - II. If this opportunity is declined;
 - a. An offer will be given to new club(s) and club(s) not in breach of by-law 5.2 (b) to enter a wild card team*.
 - (i) If the NHHA Office receives multiple requests, the priority matrix will work as follows:
 - New club(s) to have first right of entrance.
 - Existing club(s) entering into a new gender has priority

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over club(s) with existing representation across both genders.

- The club that is not represented in said the higher grade has priority over club(s) with existing representation.

- If equal representation, the club with the higher placed team from the lower grade will be given priority.

b. If II (a) is declined, the grade will play with a reduced number of teams resulting in automatic promotion of all grades below said the higher grade for the following season based on

Championship results.

i. Automatic promotion does not occur at the highest local competition level (Premier 2). Premier 2 Grade does not need to meet the grade allocation number (8). Competition format and maximum teams per grade will be determined on an annual basis dependent on accepted allocations.

(f) Any club relegated to a grade in which they have 2 existing teams' will result in the club having to re-enter into the lowest grade.

5.3 Clubs that have a Premier team have the right to field a team in Premier 2.

5.4 A player may only play up 1 team higher than the one in which they are registered. Dispensation can be requested for a one off game. This application must be sent on the approved Player/Game Dispensation Form (Appendix 6) to the NHHA Office by 10am Friday prior to requirement. This form must only be requested and sent through the Club Secretary or President. If a club has two teams in one grade:

Each club may submit a list to the Office of 16 players that can play up to the grade above, the 16 players can be selected from either team in the said grade. Players named in the 16 cannot play down a grade.

- If there are back to back grades with two teams then the A team must pull from the B team from the same grade, this B team can pull from the 16 player pool from the lower grade.
- If a pool of 16 players is not submitted then bylaw 5.4 applies

Players may not play more games for a higher ranked team than the team they are registered in. The NHHA Office has the right to re-grade any player that breaches the above. The club will be informed to move said player to the new team/grade. If this in turn changes the minimum number registered for any team, then additional players will need to be moved.

The onus is placed on Clubs to monitor players and the teams/grades they are participating in. The NHHA office may at its discretion check players eligibility at any time throughout the season

5.5 Two or more teams from the same club in one grade are to be designated "A",

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“B”, etc for purposes of playing as per By-Law 5.4 and 4.10. Any player registered in the “A” team may not play down to the “B” team, but the “B” team player may play up for the “A” team.

- 5.6 No player, having been registered in a grade or team, shall be permitted to transfer to a lower grade or team during the current season without the prior permission of the NHHA Office in consultation with COC as required. No re-grading of players will be permitted within 4 weeks of the final game of championship. This application must be sent on the approved Player Re-Grade form (Appendix 4) to the NHHA Office by 5pm Monday's in the week prior to requirement.
- 5.7 No player, having been registered in a grade or team, shall be permitted to be de-registered during the current season without the prior permission of the NHHA Office. This application must be sent on the approved Player Deregister form (Appendix 5) to the NHHA Office.
- 5.8 To be eligible to play in a promotion/relegation game players must have played at least 50% of the games (including finals games) for the team involved in the game or be registered in a lower team.

Dispensations may be granted for players who joined the team late in the season or have been out due to injury/illness. Dispensation will not be given for players who have played for a higher ranked team.

6. COMPETITION STRUCTURE

- 6.1 Matches shall take place between teams of affiliated clubs under conditions arranged by the NHHA Office who shall determine the format of competition each year, in consultation with COC.
- 6.2 The NHHA Office shall fix dates and times of all games, allocate turfs and decide the number of rounds to be played in each grade. No game shall be played, altered or postponed without the permission of the NHHA Office. Turfs have been named as follows Cello 1, TigerTurf 2, Miller 3. Harbour 4, Harbour 5, Kristin, Rangitoto, WGHS, Warkworth.
- 6.3 The NHHA Office shall have the power to alter any dates or turfs allocated, to postpone and re-schedule matches and generally direct and govern matches under the control of the Senior Division.
- 6.4 Notwithstanding 6.2 and 6.3, no games shall be played without the consent of both teams involved if notice of that game is given to those teams less than 36 hours before the proposed hit-off time.
- 6.5 The NHHA Umpires Division shall appoint umpires for each match. However due to a shortage of qualified umpires available to officiate on some weekends, clubs may be required to provide umpire(s) for the grade(s) deemed necessary.
- 6.6 A club may request in writing to the NHHA office for a match reschedule if a team has 5 or more unavailable people (players or club team head coach

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only) absent at an International Masters or National Tournament, at the Under 18 level or above including National Affiliates Tournament. This request via the Club Secretary or Chairperson must be received on the Game Reschedule Form (Appendix 7) no later than 14 days prior to the scheduled date of play.. Rescheduling of matches will only occur under the following definitions:

A. Unavailable people named in the following teams:

- i. North Harbour Representative team and any other respective Association Teams
- ii. Officially sanctioned Hockey New Zealand teams competing at the National Affiliates Tournament
- iii. North Harbour Masters Representatives selected for HNZ Trans-Tasman or World Cup Teams.

B. Unavailable people are:

- i. Officially appointed by NHHA Office as part of the North Harbour Representative Team management structure. This includes but is not limited to Head Coach, Assistant Coach, Manager and Specialist Services.

6.7 NHHA Championship points will be awarded as follows for all grades excluding Premier:

Win	4 points
Draw	2 points
Loss	0 points
Win by default	4 points (Scoreline 4-0)

Default Penalty

- In the instance of a notifying default. A default fee of \$200.00 + GST will apply, and the points for the match will be:
 - i. the defaulting team 0 points.
 - ii. the non-defaulting team 4 points
- In the instance of a non-notifying default. A default fee of \$250.00 + GST will apply, and the points for the match will be:
 - i. the defaulting team 0 points.
 - ii. the non-defaulting team 4 points

NHHA Premier Championship points will be awarded in accordance with Intercity By-Laws.

- Intercity Rules and Regulations (13.1) Points in Round Robin shall be awarded as follows:
 - Win - 3 points
 - Draw - 1 point
 - Loss - 0 points

6.8 When two or more teams have an equal number of points at competition conclusion the teams shall be bracketed as joint champions for that year.

6.9 When teams are equal on points Appendix 3 shall be applied only for the purpose of ranking the teams for Grand Final seeding's and

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promotion/relegation.

- 6.10 Matches against teams subsequently withdrawing from the competition shall not be counted.

7. MATCH PLAY

7.1 Rules of Hockey

NHHA endorses the Rules of Hockey as governed by the Federation of International Hockey (FIH) and the NZHF. All fixtures played under the jurisdiction of NHHA are to apply the rules of hockey as defined by FIH and NZHF, unless amendments are deemed appropriate to meet the objectives of NHHA. Where amendments are to be applied these must be stated in these Bylaws and/or attached appendices pertaining to a specific NHHA competition.

By submitting an entry for a NHHA competition it is deemed that the entrant (e.g. affiliated member of NHHA and its individual participants) has accepted to compete in accordance with these By-Laws, the rules and regulations pertaining to that competition and the NHHA Code of Conduct (Appendix 1).

- 7.2 A team consists of a maximum of eighteen persons in all grades, of whom two must be goalkeepers. All teams are composed of a maximum of eleven players on the field and up to five substitutes or up to seven substitutes with two goalkeepers. All field player substitutions are to be made near the centreline on the dugout side of the turf.
- 7.3 All goal keepers must wear goalie protective gear as stipulated by the current FIH Rule Book
- 7.4 A team shall have at least 7 players on the field within 10 minutes of the start time set down for the match, otherwise that team loses the match by default.
- 7.5 Each team shall complete the team card prior to commencement of the match. Players shall be identified on the card by a minimum of first initial and surname and players' numbers must be listed correctly. No player or substitute may take the field until said player's name appears on the team card.
- 7.6 Following completion of a match, both teams are responsible for ensuring the completed team card and game result is received by NHHA Office as per communicated process. Failure to forward the team card within five days may result in loss of points for that game. In the result of a drawn match it is the responsibility of the first named team on the draw to forward the team card.
- 7.7 All teams playing on the artificial surfaces shall comply with the rules relating to their usage (Appendix 9).
- 7.8 Game Duration A match will consist of four quarters of 17 minutes, an interval of 2 mins between quarter 1 & 2 and between quarters 3 & 4 and a half time interval of 5 mins between quarter 2 & 3.

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NB: No stoppages for PC's or goals. This is an amendment to the current FIH rules of hockey designed to suit the local conditions and time restraints. All games are allocated 90 minutes of turf time which should allow for a minimum of 5 mins warm up. Watering (if required) will commence after the conclusion of each game (typically a 5 min water cycle).

7.9 All games shall finish at or before the scheduled finish time regardless of the actual start time and the amount of time played. In cases of unforeseen circumstances such as light failure, weather etc, the game may have to be rescheduled or have a venue change on the day to complete the game. This will be at the discretion of the NHHA Office/COC which is assigned through the Weekend Duty Manager. See (Appendix 10) for the Protocols on how these decisions shall be made.

7.10 Time shall be stopped during a match at the umpires discretion. Reasons for stoppage include but are not limited to GK Substitutions, Serious Injury, weather conditions and penalty strokes to be taken.

7.11 The NHHA Association has adopted a points accumulation system based on the awarding of coloured cards by umpires. Depending on the card, and the number of points accumulated, an automatic penalty may be imposed or a further penalty or suspension may result depending on the decision of the Judicial Committee. The issuing of a card carries points, which can be awarded by umpires to any Participant associated with the team during a match (which is defined as the period 30 minutes prior to the start of a match until 30 minutes after the match has ended). Schedule 1 of the NHHA Code of Conduct (Appendix 1)

7.12 During the match an umpire may issue a player with a green, yellow or red card. A green card serves as a 2 minute penalty, any level of yellow means suspension from the game for a minimum of 5 minutes and a red card means the recipient will take no further part in the game. The umpires shall record all cards issued during a match on the team card.

7.13 Each card will carry penalty points as follows: (As per Schedule 1/NHHA Code of Conduct – Appendix 1)

Green	1 Point.
Yellow	3 to 6 Points as determined by the umpires at the end of the match.
Red	Automatic suspension of one match. The suspension may be increased if additional sanctions are applied through the outcome of a judicial process.

Participants accumulating 12 points (through receiving green and/or yellow cards) during a competition will automatically be suspended for one match. Further action may be taken at the discretion of the Judicial Committee. Following the suspension, six points will remain credited to the Participant, and shall remain on the record of the Participant for a duration of 12 months.

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Where a red card has been awarded to a Participant, the Judicial Committee may decide a further hearing is required and, if so, the offender is required to attend a hearing. The Judicial Committee may impose whatever penalty or suspension they consider appropriate, in addition to the one match automatic suspension.

Following the suspension, a minimum of six points will remain credited to the Participant, and shall remain on the record of the Participant, for the duration of 12 months. If the Participant had accumulated more than six points before the issuing of the red card, then this balance of points will remain on record.

NB: NHHA will advise the club secretary in writing of the full details of any player suspension with a full breakdown and explanation of points and games affected.

- 7.14 The umpires shall record all suspensions during the match on the team card. Where a participant has been issued with a Red Card, the umpires concerned shall forward a written report to the NHHA Office within 48 hours.
- 7.15 Penalty points will be administered solely by the Umpires Division. The Umpires Division will inform the NHHA Office of any Participants that are near or have achieved the 12pt total. The NHHA Office will inform the Participants Club Secretary via email of their suspension notice.
- 7.16 Premier Men's and Women's Semi Finals & Grand Finals
In keeping with NZ Domestic and International Tournaments, the Premier Grand Finals series will go straight to a Penalty Shoot Out competition (5 players per team 8 seconds 1 v goalkeeper) in the event of any drawn game.
- 7.17 For Semi Finals/Finals on Grand, Plate and Bowl Finals games for Premier Reserve grade and below, must go straight to a Penalty Shoot Out (5 players per team 8 seconds 1 v goalkeeper) in the event of a drawn game.

8 DEFAULTS AND FORFIETS

8.1 Definition

Defaults – A default occurs when one team is unable to field the minimum number of participants for a fixture.

Forfeits – A forfeit occurs when one team uses an 'illegal' participant. A participant is deemed 'illegal' if they are ineligible to play for a team because they have not completed any necessary transfer and/or registration process or playing in an incorrect grade.

8.2 Any team wishing to default any championship match must notify the NHHA Office 48 hours before the time of play. Teams who default a game will be deemed to have lost the game and the opposing team will be awarded 4 points and a score line of 4-0.

8.3 Any team who defaults a game without notification, will be deemed to have lost the game and the opposing team will be awarded 4 points and a score

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line of 4-0.

- 8.4 Defaults under By-law 8.2 & 8.3 shall result in the defaulting team meeting a default penalty fee. Refer to By-law 6.7 Default Penalty. No charge will be incurred by the team defaulted to.
- 8.5 Any team defaulting two matches in succession, or three at intervals, may at the discretion of the NHHA in consultation with the COC, be deemed to have withdrawn from the competition.
- 8.6 Teams that forfeit a game under the conditions outline below will have the following penalties applied:
- a) Player left off scorecard
 - 1st instance – Formal written warning from NHHA office
 - 2nd instance – The team for which that player has taken the field shall have 2 penalty points deducted.
 - b) Unregistered and/or un-transferred players
 - The opposing team will be awarded 4 points and a deemed score line of 4-0 shall apply.
 - i. If the offending team believes there are extenuating circumstances that should be considered, a report must be received by the CEO of NHHA within 48 hours of notice of the above penalty. The lesser penalty may be applied if Council of Clubs agrees that extenuating circumstances are present. By-law 8.6 b) i. applies to the 2022 winter season only and will be reviewed as per annual bylaw review process.
 - ii. Lesser penalties:
 - a. Penalty is as per bylaw 8.6 (b) and applied to the first offence, no further penalties apply
 - c) If a player has been found to be registered for a higher grade than the game they played in then the team for which that person is associated with shall be deemed to have lost the match. The opposing team will be awarded 4 points and a deemed score line of 4-0 shall apply.
 - d) If a player whom is suspended is deemed to have played. The opposing team will be awarded 4 points and a deemed score line of 4-0 shall apply.

9. CODE OF CONDUCT

- 9.1 NHHA has adopted the Hockey NZ Code of Conduct (Appendix 1). This Code of Conduct will apply to all participants in NHHA activities.
- 9.2 In addition to the Code of Conduct, NHHA has adopted the following Abuse and Foul Language policy for use within the Senior Division Competition.

Abuse and Foul Language

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Players Coaches, Managers or Team Officials who are abusive or use foul language on or in the vicinity of the field of play may be temporarily suspended and points awarded in respect to cards issued for offences. Umpires are to use their discretion as to the appropriate length of the suspension, with a 5-minute minimum applicable. These cards will be recorded and the players who consistently offend may be required to appear before the Judiciary who may impose whatever penalty/suspension they consider appropriate.

Points received for abuse and foul language under Bylaw 7.13 are included but will also be monitored separately with the appropriate penalties.

- 9.2 (a) Points recorded against players for abuse and foul language.
- (i) Demerit points gained from cards specifically for abuse and foul language will be recorded as such.
 - (ii) Individual players who reach 6 points specifically for abuse and foul language will be advised by the NHHA in writing that they have been automatically suspended for at least one match to be approved by the NHHA. . Following the suspension, three points (for abuse & foul language) will remain credited to the Participant, and shall remain on the record of the Participant for a duration of 12 months.
 - (iii) Any further 3 points awarded (specifically for abuse and foul language) will result in a judicial hearing and further punishment being awarded.
- (b) Points recorded against teams for abuse and foul language.
- (i) Total team demerit points gained from cards specifically for abuse and foul language will be recorded.
 - (ii) Teams who reach 18 points specifically for abuse and foul language; including coaches, managers and team officials, will be advised by the NHHA in writing that they have been automatically deducted 4 competition points.
 - (iii) If a team reaches 24 points, an additional 8 points will be deducted
 - (iv) If a team reaches 30 points, the club will be requested in writing to front the Judicial committee who will decide any further punishment, points deduction, game forfeiture, finals cancellation, monetary fine or other punishment deemed appropriate.
- (c) Abuse and Foul Language Guidelines

1. Swearing out loud to self or team mates	Green card 1 point
2. Swearing or abusing at an opposition player	Minimum Green card 2 points
3. Swearing or abusing a match official	Yellow card Points at discretion of official
4. Repeated acts of swearing or abusing	Card and

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	Points at discretion of official
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- 9.3 The Judicial Committee has the power to hear any matters relating to behaviour detrimental to the sport of Hockey or NHHA, by any participant whether that behaviour takes place during a match or at some other time.
- 9.4 The Judicial Committee shall consider a Red card incident within one week of the incident. The suspended participant shall have the right to appear before the Judiciary and shall be advised of the time and date. The Judicial Committee shall call before them any such other persons, including the umpires, as they deem necessary to assist with the resolution of the matter.
- 9.5 The Judicial Committee will confirm any decisions in writing to the NHHA Office who will in turn inform the participant's club secretary.

10. POLICIES

10.1 Anti Doping Code

NHHA in association with Hockey NZ supports the New Zealand Government, Drug Free Sport NZ, the FIH and the IOC in the development of national and international initiatives to deter the misuse of drugs in sport. It recognises the need to take strong and positive action to reduce harm to the individual and to the sport, and to educate and inform those persons and organisations to whom this policy applies.

10.2 Head Injury

NHHA insists that a player that has received a head injury with suspected concussion may only commence playing again when a medical certificate clearing the player of concussion has been supplied to the NHHA Office

10.3 Player Safety

It is compulsory for all players in NHHA matches to wear mouthguards and shin pads when they are on the pitch. It is the team manager's responsibility to ensure this is enforced

If a player receives a head injury with suspected concussion, the Competition Director must be notified, and the player may only commence playing again when a medical certificate clearing the player to return to hockey has been supplied

10.4 Smokefree

Hockey is a smokefree sport. We proudly endorse the Smokefree/Auahi Kore message as part of promoting healthy lifestyles to our members. The NHHA complex is totally smokefree, inside and out. We appreciate you respecting our philosophy.

10.5 Blood Code

All players must leave the turf if they are openly bleeding and may return when the wound has been covered. All teams should carry sufficient medical equipment to dress wounds. Any blood on the turf must be cleaned up, with

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the medical alcohol spray provided in the dugouts, before play resumes. (A spare alcohol sprayer is held in the bar).

- a) Where a player has blood on his/her uniform or body, he/she must leave the turf to have this blood removed. All teams should carry a spare uniform for this purpose.

10.6 Serious Injury Form

A Serious Injury Form will be completed and submitted to the NHHA Office in all instances of injury. (Appendix 1)

10.7 Child Protection Policy

At North Harbour Hockey we are committed to good practice which protects children and youth from harm. Staff and volunteers recognise and accept their responsibility to provide an environment which promotes the safety of the child at all times. (Appendix 12 for the complete Child Protection Policy).

10.8 Membership Cards

North Harbour Hockey holds a club license that strictly governs the sale of alcohol at the National Hockey Centre. This requires all members of the NHHA to renew their memberships annually, and to show their membership card on request in order to purchase alcohol. It is recommended for members to carry their proof of membership at all times.

10.9 Liquor Licence

NHHA and its members will abide by all rules and regulations in accordance with the Sale and Supply of Alcohol Act 2012.

10.10 Conditions of entry

All members and guests must abide by the conditions of entry to the National Hockey Centre. (Appendix 2)

11. UNIFORMS

11.1 All teams must play in their approved club uniform as registered with the Association.

11.2 Any alteration to the registered uniforms, including the addition of sponsors labelling; logos etc. must receive the prior approval of the NHHA Office.

11.3 Any player appearing in other than the recognised club uniform shall be permitted to play only on receiving agreement from the umpires and the captain of the opposing team.

11.4 Where the uniforms of the opposing teams are similar in colour, the NHHA Office shall decide which team will wear alternate colours for any particular match.

11.5 All players' shirts are to be numbered on the back with figures at least 175mm high. The corresponding number must then be shown beside each player's name on the scorecard.

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12. National Hockey Centre (NHC) – Home of North Harbour Hoceky

- 12.1 Damage to any part of the NHC (i.e. building, windows, turfs, roads, fences, dugouts etc) that is caused by intentional or reckless behaviour may result in the person(s) responsible being charged for any necessary repair work.
- 12.2 A speed limit of 20 kph shall be observed within the carpark gates.
- 12.3 Turfs and dugouts are to be left free of drink bottles and any other rubbish on the completion of each match or training session. It is the responsibility of every team to ensure the facilities are left tidy for following teams.

13. GENERAL

- 13.1 The NHHA Office/COC shall have the power to deal with all matters not provided for in these By-laws which may arise out of any contest played under these By-laws.

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APPENDIX 1 - Code of Conduct



North Harbour Hockey Association

Code of Conduct

1. Purpose

- 1.1 Hockey is a fast, exciting, global sport popular in New Zealand, and suitable for all age groups. It is through discipline, commitment, mutual respect, and a sense of sportsmanship, that the spirit of the game is allowed to advance. Fellowship, camaraderie and a sense of fair play are essential to the game's on-going success.
- 1.2 For the sport to succeed, it is important that Participants observe rules, respect the principles of fair play, and maintain high standards of behaviour, both on and off the field. A willingness to adhere to these standards will ensure the sport remains an enjoyable and safe recreational and/or competitive option for all Participants at all levels of the game.
- 1.3 This Code of Conduct is established for the purpose of:
- a. Setting the standards of conduct required by Participants; and
 - b. Providing a process for addressing breaches of this Code of Conduct in a fair and consistent manner.

2. Status of Code

- 2.1 This Code of Conduct was adopted by the Board on March 18th 2014, in accordance with Rule 28 of the Constitution, and replaces all previous Association codes of conduct.
- 2.2 Nothing in this Code of Conduct waives or limits the right of the Board to make its own enquiries or to impose any sanction, that it has authority to impose, under the Constitution.

3. Scope and Application

- 3.1 This Code of Conduct is applicable to the following persons, referred to as Participants:
- Any person including, but not limited to, a player, umpire, official, coaches, coaching staff, managers, medical staff, technical support, video staff, and any duly appointed team representative participating in:
- (i) any matches, practices, competitions, events, functions, celebrations or ceremonies run under the jurisdiction of the Association; and
 - (ii) any matches, practices, competitions, events, functions, celebrations or ceremonies that the Participant is involved in on a regional basis.
 - (iii) together the ("Competitions")

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- 3.2 The standards of conduct, set out in this Code of Conduct, apply to Participants on-field and off-field conduct.
- 3.3 The terms of this Code, including any sanctions, will apply regardless of whether criminal investigations or any criminal or civil court proceedings have been instigated by any party and notwithstanding the outcome of any such investigations or proceedings.
- 3.4 This Code of Conduct will not apply to Participants where:
- a. The Sports Tribunal has jurisdiction to determine matters under Hockey New Zealand's Anti-Doping Policy.
 - b. Any allegation of misconduct against a Participant, arising out of circumstances where he/she is involved in a tournament held on or behalf of Hockey New Zealand, sanctioned by FIH or controlled by a Continental Federation or by the International Olympic Committee, in which case the relevant code of conduct and disciplinary rules will apply.
 - c. Any allegations of misconduct outside of sub-clauses 3.2.
- 3.5 The standards of conduct, set out in clause 5 (Standards of Conduct), do apply to all individual players, umpires, officials, coaches, managers, or other persons, who have been selected or appointed to a national squad, team, or position, by Hockey New Zealand during his or her participation in a Competition but who may be covered by the Memorandum of Understanding between Hockey New Zealand and the Hockey Players' Association Incorporated ("MOU"). However, any allegation of off-field Misconduct, as set out in this Code of Conduct, will be dealt with in accordance with the provisions of the MOU and not this Code of Conduct.

4. DEFINITIONS

- 4.1 The following words and phrases, used in this Code of Conduct, shall mean as follows:
- "Association"** means North Harbour Hockey Association.
- "Anti-Doping Policy"** has the meaning given to it in the Hockey New Zealand constitution.
- "Appeal"** has the meaning given to it in clause 13.1.
- "Board"** means the Board of Association or Association Committee.
- "Chief Executive"** means the Chief Executive Officer or other duly appointed Chair, President or Manager appointed pursuant to the Association Constitution.
- "Competition"** has the meaning given to it in clause 3.1.
- "Complaint"** has the meaning given to it in clause 6.2.
- "Constitution"** means the Rules of Association.
- "FIH"** means the International Hockey Federation.
- "Guideline for Suspension Offences"** means the guidelines and recommendations for penalties in relation to Suspension Offences as set out in Schedule 1.

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“Guidelines on Process for Hearing and Determining any Complaint, Protest and Appeal” means the guidelines for any Judicial Committee for hearing and determining Complaints or Protests as set out in Schedule 2.

“Hockey New Zealand” means The New Zealand Federation of Hockey Incorporated

“Judicial Committee” means the Association Judicial Committee(s) appointed in accordance with clause 9 (Association Judicial Committee).

“Jury of Appeal” means the Association Jury of Appeal(s) appointed in accordance with clause 13.4.

“Legitimate Protests” means incorrectly handled aspects of a procedural nature or related to a technical mistake, in a match, which impacts on the outcome of a match, including but not limited to:

- a. More than 11 players on the field;
- b. A suspended player interfering with play;
- c. A physical assault or significant incident not seen by or dealt with by the umpires;
- d. A penalty stroke competition taken incorrectly e.g. wrong order or change of players after notification;
- e. A non-registered or ineligible player;
- f. Excessive over-run or shortage of time when both umpires or the technical bench have been negligent; and
- g. Incorrect end to a half or game e.g. non-completion of a penalty corner.

“Misconduct” has the meaning given to it in clause 5.

“On-Field” means ball-related rules and interpretations (including but not limited to goals awarded, penalty strokes/shootouts, free hits and other decisions that are encountered during a hockey match relating to play) and the awarding of green and yellow cards (except where an error has been made e.g. the awarding of a card to the wrong person) but does not include Legitimate Protests.

“Participants” has the meaning given to it in clause 3.1.

“Protest” has the meaning given to it in clause 7.3.

“Public Statements” means any statement in which the whole, part or essence, is made public. Such a statement may be made in a newspaper, magazine, periodical, or by any electronic (internet, email, social media etc.), or other means through the medium of television, radio, or in any other manner whatsoever, regardless of the circumstances in which the statement was made.

“Rules of Hockey” means the laws for playing the game of hockey as approved by FIH.

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“**Suspension Offences**” includes Level 1 Suspension Offences, Level 2 Suspension Offences, Level 3 Suspension Offences and Serious Suspension Offences as each of these are defined and set out in Schedule 1.

5. Standards of Conduct

- 5.1 All Participants shall, at all times, conduct themselves fairly and in a proper manner, including maintaining a high standard of personal conduct, so as not to prejudice the interests of hockey or bring themselves, the game of hockey, or Association, into disrepute.
- 5.2 In addition, the following shall be regarded as conduct which is improper, unfair and unacceptable:
- a. Verbal or physical abuse, or hostility, towards any other Participant, person or any other member of the public.
 - b. Disputing, protesting and reacting in a provocative or disapproving manner, in an inappropriate way, toward any decision made by an umpire or official.
 - c. Charging or advancing towards an umpire or technical official in an aggressive manner while appealing.
 - d. Using rude or abusive language or hand signals.
 - e. Abuse of any hockey equipment, or clothing, or venue equipment.
 - f. Failure to attend media conferences as requested.
 - g. Any verbal or physical abuse, or hostility, towards any anti-doping officials, ball attendants or other support personnel.
 - h. Making any detrimental Public Statements, in respect of any Participant, person or other member public.
 - i. Committing any Suspension Offence.
- 5.3 Participants shall not participate in, support, or promote, any form of betting or gaming activities, including online betting or gaming activities or betting with another person, related to the event in which they are a Participant.
- 5.4 Participants shall not accept or induce a bribe or corrupt payment or otherwise agree to allegedly agree to manipulate results in any way or give inside information for betting purposes.
- 5.5 Participants are required to adhere to the dress standards as specified in any Association Tournament Rules.
- 5.6 Breach of any of the standards of conduct, set out in this clause 5, is regarded as “Misconduct”.

6. Complaints

- 6.1 An allegation of Misconduct can be made, by any person to the Chief Executive.
- 6.2 The allegation of Misconduct should set out in writing, in as much detail as possible:
- a. the nature of the incident;

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- b. the persons involved;
- c. the date(s) and time(s) on which the alleged Misconduct occurred,
- d. together (“the Complaint”).

6.3 Nothing in this Code of Conduct prevents the Chief Executive initiating an investigation, in his/her own right, if he/she considers there has been Misconduct.

7. Protests

7.1 Written Protests relating to the outcome of a match, or an issue arising from the awarding of a red card, or accumulation of penalty points, can be made by any Participant to the Chief Executive, provided such Protest is lodged within 24 hours after the end of a match or end of a stand-alone shoot-out competition.

7.2 A fee of \$50, or such other amount as set by Association from time to time, must accompany the written protest.

7.3 The Protest should set out in writing, in as much detail as possible:

- a. the nature of the incident;
- b. the persons involved;
- c. the date(s) and time(s) on which the incident occurred,

7.4 No Protest may be considered by the Judicial Committee regarding an umpire’s On-Field decision.

8. Structure of the Judicial Provisions

8.1 The judicial provisions in this Code of Conduct are divided into three parts:

- a. **Part A** which apply to matters relating to Competitions;
- b. **Part B** contains the penalties available for Misconduct; and
- c. **Part C** contains the Appeal provisions.

PART A – COMPETITIONS

9. Association Judicial Committee

9.1 In Competitions, the Chief Executive will appoint a Judicial Committee to hear and determine Complaints and Protests (“Judicial Committee”).

9.2 The Judicial Committee shall consist of a minimum of three (3) persons, appointed by the Chief Executive, including a Chairperson.

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10. Proceedings of Judicial Committee

- 10.1 On receipt of a Complaint or Protest, the Judicial Committee shall conduct a hearing in accordance with the Guidelines to Process For Hearing and Determining Any Complaint, Protest or Appeal, unless in their sole discretion, a hearing is not warranted.
- 10.2 All proceedings (including the hearing and decision) before the Judicial Committee are confidential to the parties unless the Judicial Committee directs otherwise. In the case of a decision involving a sanction, the details of the charge, verdict and sanction will be communicated to the wider hockey community.
- 10.3 Each party shall be responsible for their own costs (if any) associated with the hearing.

11. The Decision

- 11.1 After the hearing of a Complaint, the Judicial Committee shall:
- a. dismiss the matter if it finds that Misconduct has not been committed;
 - b. issue such penalty as it thinks fit, in accordance with clause 12 (Penalties and Recommendations), if it finds that Misconduct has occurred; and/or
 - c. refer the Complaint to the Board for hearing and determination, in accordance with Rule 28 of the Constitution, where the Judicial Committee, in its sole discretion, concludes that a hearing, and determination by the Board, may be more appropriate in the circumstances; and/or
 - d. refer the matter to the Police.
- 11.2 After the hearing of a Protest, the Judicial Committee shall determine:
- a. whether the Protest should be dismissed; or
 - b. whether the Protest should be upheld and take such action as it thinks fit.
- 11.3 All Decisions of the Judicial Committee shall be final and binding on the parties, except where the provisions of clause 13.1 apply.

PART B – PENALTIES

12. Penalties Available for Judicial Committee

- 12.1 If the Judicial Committee finds that Misconduct has occurred, it may impose any one or more of the following penalties:
- a. a warning or reprimand;
 - b. require the Participant to make a formal apology;
 - c. suspension from such activities of the Association, including competitions, events, meetings, and other functions, for such period(s) and on such terms and conditions as it thinks fit;
 - d. exclusion from a particular competition activity, meeting, event, or events of Association;

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- e. demotion from any position or function granted by Association or as a representative of Association;
 - f. the cancellation of results of a competition or event (including team results if the Judicial Committee considers it appropriate to do so);
 - g. reparation and/or compensation by way of monetary payment to the complainant and/or other parties involved in the matter, in an amount and in such manner as the Judicial Committee thinks fit;
 - h. fines imposed in such manner, and in such amount(s), as the Judicial Committee thinks fit; and/or
 - i. such other penalty as the Judicial Committee considers commensurate with the offence.
- 12.2 In addition to the penalties set out in clause 12.1a above, where the Misconduct is a Suspension Offence, the Judicial Committee may award penalty points or suspend for one or more matches for participants who, in the Judicial Committee's opinion, have committed a Suspension Offence whether before, during or after a match. In particular cases, a clear timeframe for the suspension period may be more suitable than detailing particular matches.
- 12.3 When considering penalties for a Suspension Offence, the Judicial Committee must follow the Guidelines for Suspension Offences outlined in Schedule 1.

PART C – APPEALS

13. Appeals

- 13.1 A party to a decision of the Judicial Committee may appeal such decision, to a Jury of Appeal ("Appeal"), only on one of the following grounds:
- a. natural justice was denied;
 - b. the decision-maker or decision-making body acted outside of its powers and/or jurisdiction (i.e. acted ultra vires);
 - c. the sanction imposed by the Judicial Committee was inconsistent with the Guidelines for Suspension Offences.
- 13.2 An Appeal must be made in writing to the Chief Executive of Hockey New Zealand accompanied by a fee of \$300, within one week of the release of the Judicial Committee decision.
- 13.3 Hockey New Zealand will appoint a Jury of Appeal to hear and determine appeals ("Jury of Appeal") of a Judicial Committee where one of the grounds in clause 13.1 exist.
- 13.4 A Jury of Appeal shall consist of three persons, including a chairperson.
- 13.5 Any person who has taken part in any previous proceedings, in relation to the matter under appeal, must not be appointed to the relevant Jury of Appeal.
- 13.6 The Appeal is not by way of a re-hearing of the evidence but is limited to a review of the matters set out in clause 13.1. However, in exceptional circumstances, the Jury of Appeal may choose to re-hear the matter on a de novo basis. In this case, they may re-consider substantive issues at their discretion where they deem this necessary to fulfill the requirements of natural justice.

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14. Proceedings of the Jury of Appeal

- 14.1 On receipt of an Appeal, the Jury of Appeal shall conduct a hearing in accordance with the Guidelines to Process for Hearing and Determining Any Complaint, Protest or Appeal.
- 14.2 All proceedings (including the hearing and decision) before the Jury of Appeal are confidential to the parties unless the Jury of Appeal directs otherwise. In the case of a decision involving a sanction, the details of the charge, verdict and sanction will be communicated to the wider hockey community. Each party shall be responsible for their own costs (if any) associated with the hearing.

15. The Decision

- 15.1 After the hearing of an Appeal, the Jury of Appeal has the power to:
- a. allow or dismiss the Appeal;
 - b. vary the decision of the Judicial Committee;
 - c. increase, decrease, remit, or otherwise vary, any penalty included in the decision of the Judicial Committee;
 - d. impose such other penalty or sanction as it deems fit;
 - e. make an order that the appeal fee be refunded or forfeited; and/or
 - f. make an order for costs against any party.
- 15.2 The decision of the Jury of Appeal is final and binding on all parties and there shall be no further right of appeal.

Adopted by the Association Board on 18th March 2014

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SCHEDULE 1

Guideline for Suspension Offences

The purpose of this guideline is to determine appropriate penalties for Judicial Committees to adhere to.

16. Penalty Point Accumulation System

The Association has adopted a points accumulation system based on the awarding of coloured cards by umpires. Depending on the card, and the number of points accumulated, an automatic penalty may be imposed, or a further penalty or suspension may result depending on the decision of the Tournament Director or Judicial Committee. The issuing of a card carries points, which can be awarded by umpires to any Participant associated with the team during a match (which is defined as the period 30 minutes prior to the start of a match until 30 minutes after the match has ended).

Note: if an umpire does not have access to the appropriate coloured card, then verbally stating the nature of the card will equally suffice as a valid mode of delivery of the card.

Each card will carry penalty points as follows:

Green	1 Point.
Yellow	3 to 6 Points as determined by the umpires at the end of the match.
Red	Automatic suspension of one match. The suspension may be increased if additional sanctions are applied through the outcome of a judicial process.

Participants accumulating 12 points (through receiving green and/or yellow cards) during a Competition will automatically be suspended for one match. Further action may be taken at the discretion of the Tournament Director or Judicial Committee. Following the suspension, six points will remain credited to the Participant, and shall remain on the record of the Participant for a duration of 12 months.

Where a red card has been awarded to a Participant, the Tournament Director or Judicial Committee may decide a further hearing is required and, if so, the offender is required to attend a hearing. The Tournament Director or Judicial Committee may impose whatever penalty or suspension they consider appropriate, in addition to the one match automatic suspension.

Following the suspension, a minimum of six points will remain credited to the Participant, and shall remain on the record of the Participant, for the duration of 12 months. If the Participant had accumulated more than six points before the issuing of the red card, then this balance of points will remain on record.

In the case of a card being awarded to the wrong player, or any other situation where the Tournament Director or Judicial Committee concludes that a gross error or an injustice has occurred, the Tournament Director or Judicial Committee may, in its discretion, retract the card and make the appropriate adjustments to the documentation and accumulated points total.

17. Level 1 Suspension Offence:

17.1 The penalty for a Level 1 Suspension Offence may be a suspension of the Participant for a minimum of one match to a maximum of three matches.

17.2 For the purposes of the Code of Conduct "*Level 1 Suspension Offence*" means:

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- a. Verbal abuse or hostility towards any other Participant, person or any other member of the public.
 - b. Spitting at another player, Participant or spectator.
 - c. Disputing/protesting, reacting in a provocative or disapproving manner in an inappropriate way toward any decision made by an umpire or official.
 - d. Charging or advancing towards an umpire or technical official in an aggressive manner.
 - e. Excessive appealing of an umpire's decision.
 - f. Throwing a stick or ball at, or near, a player, umpire, or official, in an inappropriate and/or dangerous manner.
 - g. Inappropriate physical contact between players.
 - h. Using rude or abusive language, or gestures that are considered to be obscene, offensive, or insulting.
 - i. Minor sexual harassment, sexual inferences or undertones.
 - j. Racial comments, inferences or undertones.
 - k. Abuse of hockey equipment or clothing, venue equipment or fixtures and fittings.
 - l. Team managers and/or team personnel not taking control of the conduct of their team bench, dugout area, coaching boxes, video towers and other areas specified by the Association to ensure their team and spectator behaviour is appropriate.
 - m. Making public statements that are not fair, constructive or reasonable and involve a personal attack on another player, umpire, appointed official or administrator.
 - n. Engaging in social media activities that are not deemed constructive and/or are offensive, demeaning or intending to belittle Participants, or other members of the hockey community.
- 17.3 Table 1 summarises a range of Level 1 Suspension Offences and gives guidance about the number of matches an offender should stand-down for. Additional considerations should include attitude of the offender, degree of remorse and degree of harm inflicted.

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Table 1

Breach or Misconduct	Number of match stand-downs		
	1 match	2 matches	3 matches
Verbal abuse, protesting, charging/advancing, appealing, stick throwing, rude language and gestures, harassment, equipment abuse, unsporting behaviour	Provoked Without intention to cause harm Evidence of 'mischievous' rather than cruel or nasty	Unprovoked Without responsibility and with no care about impact on other people	Intentional with malice Intended to cause harm, be hurtful or offensive Coming from a distance repeating words and gestures
Spitting (spittle does not connect with target person)	With no intent to spit on another person	Careless and irresponsible	With intent to spit on another person, but unsuccessful
Inappropriate conduct with regard to Manager's responsibilities, public statements and social media activities and postings	'Honest' mistake No harm intended Evidence of naivety or lack of understanding	Without responsibility and with no care about impact on other people	Malicious negligence and unwilling to accept responsibility Intention to be hurtful or demeaning

18. Level 2 Suspension Offence:

- 18.1 The penalty for a Level 2 Suspension Offence may be suspension of the Participant for a minimum of three matches to a maximum of eight matches.
- 18.2 For the purposes of the Code of Conduct "*Level 2 Suspension Offence*" means:
- a. Threat of assault on an umpire or official.
 - b. Spitting on another player, Participant or spectator.
 - c. Striking and/or physical assault, without serious injury, of another player, umpire, official or spectator.
 - d. Persistent and deliberate breach of the Rules of Hockey (generally considered dangerous and intimidating) following a warning from an umpire.
 - e. Using language or gestures which seriously offends, insults, intimidates, threatens, disparages or vilifies another person on the basis of that person's race, religion, gender, colour, descent or national or ethnic origin.
 - f. Sexual harassment, racial abuse or verbal attacks
 - g. Participating in, or any involvement with any form of betting or gaming activities, including online betting or gaming activities, related to the event in which they are Participants.
 - h. Recurrent breaches of Level 1 Suspension Offence.

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- 18.3 Table 2 summarises a range of Level 2 Suspension Offence and gives guidance about the number of matches an offender should stand-down for. Additional considerations should include attitude of the offender, degree of remorse and degree of harm inflicted.

Table 2

Breach or Misconduct	Number of match stand-downs		
	3 - 4 matches	5 - 6 matches	7 - 8 matches
Threatening, dangerous or intimidating behaviour	Provoked Related to a close contest between opposition players and the ball Excessive, relentless	Unprovoked Coming from a distance to incite violence Actions result in escalation of incident	Intentional with malice Actions start a brawl or nasty, objectionable scene
Spitting (spittle connects with target person)	Evidence of frustration or provocation	Unprovoked Malicious	Combined with nasty, hateful, spiteful or repulsive language or gestures
Striking, physical assault (without serious injury)	Evidence of frustration or provocation	Unprovoked Strike to mid/lower body region such as stomach or legs	Deliberate with intent to harm Strike to the head region with stick or fist
Foul language, gestures, sexual harassment and racial abuse	Distasteful or unsavory	Nasty, mean, spiteful or vindictive	Intended to be hurtful or offensive Inciting violence
Inappropriate conduct with regard to betting and/or gaming	'Honest' mistake Evidence of naivety or lack of understanding	Deliberate act Irresponsible and negligent	Involved in organised money making activities

19. Level 3 Suspension Offence:

- 19.1 The penalty for a Level 3 Suspension Offence may be suspension of the Participant for a minimum of eight matches to a maximum of twenty matches.
- 19.2 For the purposes of the Code of Conduct "*Level 3 Suspension Offence*" means:
- a. Any act of violence on or off the field of play.
 - b. Physical assault causing serious bodily injury to another player, umpire, official or spectator.
 - c. Match fixing involvement or activities
 - d. Recurrent breaches of Level 2 Suspension Offences.
- 19.3 Table 3 summarises a range of Level 3 Suspension Offences and gives guidance about the number of matches an offender should stand-down for. Additional considerations should include attitude of the offender, degree of remorse and degree of harm inflicted.

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Table 3

Breach Misconduct	or	Number of match stand-downs		
		<i>8 - 11 matches</i>	<i>12 - 16 matches</i>	<i>17 - 20 matches</i>
Act of violence		Provoked, triggered by on-field incident Actions result in escalation of incident	Unprovoked Actions start a brawl or nasty, objectionable scene	Intentional with malice Hostile, brutal, vicious, inhumane Incident off field or after being shown a red card
Striking, physical assault (causing serious injury)		Evidence of frustration or provocation	Unprovoked Strike to mid/lower body region such as stomach or legs	Deliberate with intent to harm Strike to the head region with stick or fist
Match involvement or activities	fixing or	Evidence of naivety or provocation or pressure to partake	Choices made to partake without pressuring others to also partake	Involved in organised cartel with intent to influence and/or pressure others to partake

20. Serious Suspension Offence:

- 20.1 In the case of serious, highly dangerous, and/or life-threatening offences (“Serious Suspension Offence”) more than a maximum of a twenty-match suspension may be justified. In these cases, the Judicial Committee should consult with the Board.
- 20.2 In the case of repeat offenders being found guilty of a Level 3 Suspension Offence, a one year through to a life ban may be appropriate.

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SCHEDULE 2

Guidelines On Process For Hearing and Determining any Complaint, Protest or Appeal

The purpose of this guideline is to ensure Judicial Committees follow a consistent process and comply with the principles of natural justice.

21. Receipt of Protest, Complaint or Appeal

- 21.1 On receipt of a Complaint, Protest or Appeal, the Judicial Committee or Jury of Appeal shall notify the complainant and the Participant against whom the Complaint, Protest or Appeal is made, and any other relevant parties of:
- a. the details of the Complaint or Protest (as set out in paragraph 22.1 of this Schedule) or Appeal (as set out in paragraph 22.2);
 - b. the time and place of the hearing;
 - c. where relevant, the names of the people who will be serving on the Judicial Committee or Jury of Appeal for the proceedings; and
 - d. the right of all parties to be represented (this includes the Participant(s) against whom the Complaint or Protest is made having one representative).
- 21.2 The Judicial Committee or Jury of Appeal shall hear and determine the Complaint, Protest or Appeal in whatever manner he/she/it considers appropriate in the circumstances (including by way of teleconference, videoconference, in person or otherwise).

22. Details of the Complaint, Protest or Appeal

- 22.1 The details of the Complaint or Protest will be in writing and include:
- a. the fact of the report of the Complaint or Protest;
 - b. the identity of the Participant when Misconduct is alleged;
 - c. the Misconduct alleged or the decision that the Participant or team is protesting; and
 - d. any evidence provided with the Complaint or Protest.
- 22.2 The details of any Appeal will be in writing and include:
- a. the fact of the report of the Appeal; and
 - b. the grounds on which the Appeal has been made.

23. The Hearing

- 23.1 The Participant(s) who is the subject of the Complaint or Protest is entitled to be present at the hearing. Should the Participant fail to attend the hearing, the hearing shall take place in the absence of the Participant and the fact of the failure to attend shall be taken into account in the determination of the appropriate penalty in the event that Misconduct is found to have been committed.
- 23.2 At the hearing, the Judicial Committee shall:
- a. provide the Participant with an opportunity to make a statement or provide evidence in relation to the Complaint, Protest or investigation;

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- b. consider other evidence e.g. umpire reports, technical official reports, witness statements, video evidence etc;
- c. provide the Participant with an opportunity to make further submissions or provide additional evidence; and
- d. give due consideration to the allegations and the evidence.

23.3 At the hearing, the Jury of Appeal shall:

- a. provide the Participant with an opportunity to make a statement or representation at the hearing;
- b. if the Appeal has been raised under clause 13.1 (d) of the Code, consider any other evidence which has come to light after the original decision; and
- c. give due consideration to the Appeal.

24. Proof

- 24.1 The onus of proof will be on the person who has made the Complaint, Protest or Appeal.
- 24.2 The standard of proof is on the balance of probabilities. The Judicial Committee or Jury of Appeal need only be satisfied on the balance of probabilities (more likely than not).
- 24.3 Where there is a direct conflict between evidence of the Participant and other relevant parties and no corroborative supporting evidence exists either way then the Judicial Committee or Jury of Appeal may in their absolute discretion, give a presumptive but not conclusive weight, to an official's account without in any way pre-determining the final decision.
- 24.4 Greater significance should be placed on the Participant's intention than on the actual outcome in reaching any decision. The consequences of the action may however, influence the penalty.
- 24.5 In any case in which it is claimed a Participant was guilty of an offence by reason of provocative conduct on the part of another Participant or person, such provocative conduct shall be no defence for any incident but may be taken into account in determining the penalty or suspension.
- 24.6 A Participant's previous history should not be considered when determining guilt. However, their history should be considered when determining a penalty or suspension. Repeat offenders should expect more severe penalties.

25. The Decision

- 25.1 Any decision in relation to a Complaint or investigation should be in writing and deal with the following matters:
 - a. Whether the Participant(s) accepts that Misconduct has occurred resulting in a breach of this Code of Conduct.
 - b. If the Participant does not accept the breach, a finding as to whether a breach has occurred and why.
 - c. The penalty for any breach.
- 25.2 Any decision in relation to a Protest or Appeal should be in writing and deal with the following matters:

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- a. The outcome of the Protest or Appeal.
 - b. Any implications for other Participants or teams in the Competitions.
 - c. If the Protest or Appeal is upheld, whether the fee for lodgement of the Protest will be returned.
- 25.3 When a decision by the Judicial Committee involves a suspension, such a suspension period should be served at a level of hockey equivalent and/or above the level at which the breach occurred, unless otherwise directed by the Judicial Committee.
- 25.4 While serving a suspension period a Participant shall not participate at any level, nor be involved in hockey in another capacity at any level until completion of the match or matches comprising the suspension period, unless otherwise directed by the Judicial Committee.

26. The Penalty

- 26.1 A clear definition of the penalty will include:
- a. The penalty imposed;
 - b. Where a penalty imposed contains a suspension period:
 - (i) The number of matches and/or timeframe for which the Participant is suspended;
 - (ii) The date of commencement of the suspension; and
 - (iii) The match or matches to which the suspension will apply.

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SCHEDULE 3

Guideline for Jurisdiction

The purpose for this guideline is to ensure that all hockey played in New Zealand has the relevant Code of Conduct aligned to its competitions, events and activities. In cases where jurisdiction is not clear, Hockey New Zealand, together with the relevant Association or region will decide on appropriate jurisdiction.

Type of match or event	Jurisdiction	Relevant Code
FIH sanctioned tournament FIH sanctioned test series Other matches involving international teams	Appointed TD	FIH Code of Conduct
National Competitions with an appointed TD	Appointed TD	Hockey NZ Code of Conduct
National Competitions without an appointed TD	Hockey NZ	Hockey NZ Code of Conduct
Other national events including but not limited to: Masters, Maori, Indian, University, Armed Forces	Appointed TD	Hockey NZ Code of Conduct
Hockey NZ squad games, practices and events	Hockey NZ	Memorandum of Understanding /Hockey NZ Code of Conduct
All other related events and activities under the control or jurisdiction of Hockey NZ	Hockey NZ	Hockey NZ Code of Conduct
Association, school or regional match, event or activity	Association, school or region	Association Code of Conduct

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CLUB LICENCE RULES & CODE OF CONDUCT

CUSTOMERS

Only authorised customers are permitted to consume alcohol on these premises

MINORS

- All staff are conversant with the requirements of the Sale and Supply of Alcohol Act 2012 (the Act), which prohibits any sale of alcohol to minors (under 18's)
- Signage will be displayed appropriately behind the bar stating that minors will not be served
- Anyone appearing under 25 may be asked to produce identification
- Identification of the prescribed type (New Zealand photo drivers licence, passport, 18 plus card, NZ Access Card) will be requested if any doubt as to age exists.

INTOXICATION

- All staff are aware that the Act prohibits any sale of alcohol to intoxicated persons and that intoxicated persons may not remain on licensed premises
- Staff have been instructed in how to recognise the signs of escalating intoxication
- Any person displaying such signs will not be served any further alcohol and may be asked to leave
- Alternative drinks and food will be recommended when a person shows signs of being influenced by alcohol

FOOD

- Signage is displayed advising the range of food available
- Staff will actively encourage the consumption of food to slow the onset of intoxication.

NON-ALCOHOL BEVERAGES AND LOW-ALCOHOL BEER

For your convenience we stock a range of non-alcoholic refreshments and low alcohol beverages. Tap water is provided free of charge (*at the bar and numerous locations around the venue, see map below*)

SAFE TRANSPORT OPTIONS

- A telephone is available should you wish to call a taxi
- The phone numbers of taxi companies will be displayed and promoted as a safe transport option. Staff can assist you with information on other transport options.

ALCOHOL PROMOTIONS

No promotions that encourage the rapid consumption of alcohol or an excessive volume of alcohol will be initiated or carried out by any staff member.

As good hosts the expectation is patrons will enjoy their stay on our premises. You are also asked to behave in a respectful manner to other guests and staff and we point out that our staff have legal obligations under the Act, which they must observe. Any refusal of service should be viewed by any recipient as an indication that we are concerned for your well-being and conscious of our obligations under the law.

Thank you for your support and patronage.

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APPENDIX 2

Nominated Player Form – [Click here](#)

Goalie Nomination Form – [Click here](#)

Player Re-Grade Form – [Click here](#)

Player De-registration Form – [Click here](#)

Player/Game Dispensation Form – [Click here](#)

Game Reschedule Form – [Click here](#)

Conditions of entry to the National Hockey Centre (Subject to change)– [Click here](#)

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APPENDIX 3 - Grand Final Seeding

Teams that finish on the same number of points will have the following criteria applied to rank them for the next round:

- 1) If more than one team is on the same number of total points they will be sorted by highest points for versus points against percentage. Points for divided by points against, multiplied by 100. If teams are still tied then,
- 3) The higher ranked team will be the team with the most goals for. If teams are still tied then,
- 4) The higher ranked team will be the team that has the best win/loss record versus the other team. If teams are still tied then,
- 5) Penalty Shoot Out

Note: Points four and five will not reflect on the competition software points table, therefore this will be calculated manually by the NHHA Office.

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APPENDIX 4 - Artificial Surface Use Rules

- 1) Entrance to and exit from the playing surface is by gateways located at the halfway mark.
- 2) No climbing over, or sitting on, the hoarding fences.
- 3) Wear only approved footwear, ie rubber soles, no metal sprigs, cleats or fittings. No watches or unnecessary jewellery to be worn on turf and NHHA dress code must be adhered to.
- 4) No dirt, mud or stones on footwear on turf.
- 5) Goalkeepers buckles must be covered to ensure no sharp edges protrude.
- 6) No smoking, food, spitting or chewing gum is permitted on the turfs
- 7) No plastic bottles to be left on surfaces. No glass bottles are allowed on surfaces.
- 8) Pre-game practice time on turf is only for teams playing in the next game.
- 9) At half time only teams playing and officials are allowed on turf.
- 10) Matches and warm ups will commence at scheduled times.
- 11) Watering of the fields will take place as required. Order of guns for
Cello 1, TigerTurf 2, Harbour 4 and Miller 3: South East & West, Halfway East & West, North East & West
Harbour 5: North East & West, Halfway East & West, South East & West
- 12) Warning Pop guns in operation, do not touch watering guns while they are in use. Be aware that these guns run under considerable pressure, so damage can be caused.
- 13) No personal gear, equipment etc, is to be left inside the fence line of the turf while matches are in progress.
- 14) Coaches and Managers must remain in or near the dug-out while the game is in progress. Manager only allowed access to turf to make substitutions.
- 15) After each game, all rubbish, bindings, tape etc must be removed from the turf and dugouts and disposed of in the rubbish bins provided.
- 16) Report any damage to the NHHA duty person/coordinator or office.
- 17) NHHA are not responsible for any gear lost or stolen
- 18) Any medical expenses incurred are the responsibility of the player/team involved.

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APPENDIX 5 - Protocols for managing games affected by weather & unforeseen circumstances.

Objectives

- To protect participant safety and enjoyment and maintain a fair competition.
- To provide a guideline for duty managers, umpires, and team captains

Key questions

1. When should a game be delayed and or suspended
 2. What constitutes a game as having been played?
 3. What is the process when a game has been affected by weather or other unforeseen circumstances?
 4. What is the resulting action?
-

1. A game should be suspended (or start delayed) if any of the following situations occur
 - The pitch is more than 75% underwater
 - 75% of either or both circles are under water
 - If less than 75% of lights are not functioning during a night game
 - If less than 50% of lights are not functioning when lighting is required to due dark clouds (eg dark clouds /early afternoon)
 - Hail
 - Lightning (10 second rule)

2. For a match to be completed, 70 minutes of normal time needs to have been played.

Rationale: Due to the bonus point system any shortfall in time could unfairly disadvantage either (or both) teams on the points table

Exception: When both team captains agree to the result at the time of suspension being the final result.

The Process The decision for delayed start / suspension of play is made by the umpires appointed to the match in consultation with the game day coordinator and team captains.

Pre game: Judge the conditions (pitch & weather) if the above criteria are not satisfactory then delay the start until the conditions meet at least the minimum standard.

During the match: The match needs to be suspended immediately (safely and fairly) with the umpires recording the score and time of suspension including how the game should be restarted and any player penalties.

Key considerations To minimise the disruption to game schedule
What are the current conditions and the prospect for

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improvement?

Possible actions to improve conditions eg squeegees the turfs,
turn on and/or fix the lights

Transfer to another turf

Common sense

Suggestions

If match is delayed or suspended for a total of 30 minutes or more then that match needs to be suspended fully – to be completed at another time

If the affected match is suspended for less than 30 minutes then the game shall be completed in full

Subsequent matches will either start on time (subject to same conditions) or 5 minutes following a delayed match being completed

Exception being if new start time is over 30 mins later than the scheduled time. Then that game is to be rescheduled – minimising the 'snowball' effect.

Notification

The Weekend Competition Co-ordinator will contact affected teams by text message to Club Secretaries and Team Managers. Notices will also be announced via the PA system and published on NHHA website, Harbour App, Facebook & pavilion screens - as soon as practical.

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APPENDIX 6 - Serious Injury Form



Email – administration@harbourhockey.org.nz or : 09-972-0613

SERIOUS INJURY REPORT FORM TEAM MANAGEMENT REPORT/UMPIRES REPORT

Serious injury reports must be completed for the following injuries:

- Any injury that requires the player to be transported directly from the ground to an emergency department, hospital or after-hours medical centre.
- Any injury that results in the admission of a player to an emergency department, hospital or after-hours medical centre after a game
- Any injury that is expected to prevent a player from playing for a period of 3 weeks or longer.

Serious Injury reports must be forwarded to the NHA office within 48 hours of the injury coming to the notice of the team management or umpires.

Please print clearly

INJURED PERSON

Surname: _____

First Name: _____

Date of Birth: _____ Gender: Male Female Other

Playing Position: _____ Grade: _____

Type of Injury

Concussion

Fracture

Dislocation

Serious Joint

Laceration

Other (specify) _____

Site of Injury

Head

Face

Neck

Shoulder

Back

Arm

Hand

Chest/Trunk

Thigh/Hamstring

Knee

Lower Leg

Foot

Other (specify) _____

On-field Treatment Provider

Doctor

St Johns

Team Official

Umpire

Other (specify) _____

Method of Leaving the Field

Ambulance

Stretcher

Other (specify) _____

Phase of Play

Tackle

Hit

Shot on Goal

Defending Goal

Other (specify) _____

ACCIDENT DETAILS

Date: _____ Time _____

Place: _____

Signed: _____

Designation (eg umpire, team manager etc) _____

Contact No – Mobile _____

Club/School: _____

Brief description of accident: _____

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APPENDIX 7- Child Protection Policy – Under-review 2020



North Harbour Hockey Association Inc

Child/Youth Protection Policy & Procedures

1. Policy statement
2. Equality statement
3. Confidentiality statement
4. Anti bullying statement
5. Safe recruitment procedures for volunteers / coaches / managers
6. Guidelines for good practice
7. Adult Behavioural Requirements
8. Child/Young person Behavioural Requirements

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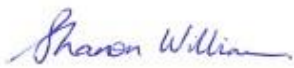
1. Child/Youth Protection Policy Statement

At North Harbour Hockey we are committed to good practice which protects children and youth from harm. Staff and volunteers recognise and accept their responsibility to provide an environment which promotes the safety of the child at all times.

To achieve this we will:

- Develop an awareness of the issues which may lead to children being harmed
- Create an open environment
- Adopt child/youth protection guidelines for players and all adults working at North Harbour Hockey. Adult workers include coaches, managers, officials, parents and volunteers
- Ensure careful recruitment, selection and management procedures
- Ensure complaints and disciplinary procedures are embedded in our operational policies and procedures
- Share information about concerns with children, parents and others who need to know
- Keep child/youth protection policies under regular review
- Have induction material available for parents, coaches and volunteers clearly outlining their rights and responsibilities

Date approved 17 May 2011

Signed 
Chair and Acting Chief Executive
North Harbour Hockey Association Inc

Review due March 2014

This policy applies to all people involved in North Harbour Hockey and its divisions, including employees, administrators, coaches, managers, officials, volunteers, parents and young people.

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2. Equality statement

North Harbour Hockey is committed to treating all members equally and requires all members of whatever level of authority to abide by and respect this general principle.

All participants should be valued and treated in an equitable and fair manner regardless of ability, age, sex, religion, social and ethnic background or political persuasion. Participants should all be involved in sports activities in an integrated and inclusive way.

North Harbour Hockey recognises the additional vulnerability of children, particularly where they may face difficulties in seeking help in situations such as:

- A feeling of powerlessness due to a disability-based dependency
- A limited ability to communicate their feelings
- Vulnerability to manipulation by others due to a negative self-image

To address such vulnerability coaches will, where appropriate, seek guidance on working with children with special needs from external agencies, parents/guardians and the children themselves.

3. Confidentiality

North Harbour Hockey will never promise to keep secrets if it believes the safety of a child is at risk. However information of a confidential nature will be communicated only on a 'need to know' basis, with the child's welfare paramount.

Considerations of confidentiality will not be allowed to override the rights of children or young members to be protected from harm.

4. Bullying

Bullying must be challenged in any form (physical or emotional) by employees, coaches, managers and volunteers. Physical bullying includes hitting, kicking, taking or damaging belongings or any other type of attack.

Emotional bullying may be a verbal attack including name-calling, insults, repeat-teasing, sectarian/racist comments; or it may be more indirect including spreading malicious gossip, rumours or exclusion from a social group, and may be via different channels e.g. texting, social media.

Bullying is not acceptable in any form at North Harbour Hockey, either by or towards a child, coach, manager, official, volunteer, supporter, administrator or employee. Anyone found to be bullying will be dealt with seriously both in regards to the behaviour exhibited and the reasons for that behaviour.

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5. Safe recruitment procedures

Employees, coaches, managers and other volunteers are to be carefully selected. All new people recruited to work with children/youth must complete the relevant application form.

Declaration of past convictions, cases pending, and agreement to have a pre-employment suitability check completed is a pre-requisite before final appointment to a position. All employees, coaches, managers and other volunteers must agree to abide by the Child/Youth protection policy and are required to sign a form stating this.

North Harbour Hockey recognises that it relies heavily on the time and commitment freely given by volunteers, and without this the opportunities for children and young people to participate in the sport of hockey would be severely limited. North Harbour Hockey will ensure good recruitment procedures by:

- Defining the role the person is applying for
- Insisting that the person applying for any position of responsibility within the organisation complete the relevant form (see Appendix 1)
- Obtaining the person's signed permission to enable North Harbour Hockey to undertake a suitability check.

6. Guidelines for good practice

North Harbour Hockey will ensure to the best of its endeavours:

- Proper supervision of children playing hockey and a satisfactory ratio of coaches or managers per child or young person
- A safe environment for children within the North Harbour Hockey Stadium complex
- Facilitation of open discussion with all members is provided if requested
- Support to members who report accusations of abuse or inappropriate behaviour
- Suspected abuse information is treated confidentially
- Appropriate action is taken if members breach standards of reasonable behaviour
- The establishment and maintenance of a coach / manager / volunteer register
- The setting of standards of good practice

North Harbour Hockey has the right to:

- Expect all members to comply with its Behavioural Requirements
- Expect all child/youth members to maintain standards of reasonable behaviour
- Take appropriate action if members breach the Behavioural Requirements or Child/Youth Protection policy
- Expect all members to undertake appropriate training when advised to
- Expect leaders or people put into positions of responsibility not to abuse members physically, emotionally or sexually
- Take appropriate action in the event of accusations
- Acquire pre-appointment suitability checks on all employees, coaches, managers and volunteers
- Maintain records on individuals that they have a justifiable reason for holding

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7. Adult Behavioural Requirements

North Harbour Hockey is committed to creating a positive culture and climate within our organisation. All employees, coaches, managers and volunteers are encouraged to demonstrate exemplary behaviour in order to protect players (including young people and children) in their care; and themselves from false allegations.

Employees, coaches, managers and volunteers at North Harbour Hockey are expected to sign a Behavioural Agreement Form which includes the following statements:

- I will respect the rights, dignity and worth of every person and treat everyone equally within the context of our sport
- I will place the wellbeing and safety of the player or child above the performance, and follow all guidelines laid down by North Harbour Hockey and Hockey New Zealand
- I will develop an appropriate working relationship with players based on trust and mutual respect, and will empower players to develop decision making capabilities. I will not exert undue influence to obtain personal benefit or reward
- I will encourage and guide players to accept responsibility for their own behaviour and performance
- I will always promote the positive aspects of hockey and never condone rule violations or the use of prohibited substances
- I will aim to make hockey enjoyable and will promote fair play. I will give constructive feedback and encourage achievement rather than negative criticism
- I will recognise the developmental needs and capacity of children/young people and manage them appropriately e.g. not train them excessively and not push them beyond their physical and mental capability
- I will abide by North Harbour Hockey's position on bullying
- I will consistently display a high standard of behaviour and appearance, and will be an excellent role model in front of children and young people. This includes not smoking, drinking alcohol, using foul language or taking drugs in the company of young people
- I will always work in an open environment. If I need to meet one-on-one with a young team member, I will do so with another adult within suitable proximity
- I will maintain a safe and appropriate distance from the young people in my care, recognising the sensitivity of environments such as changing facilities, toilets, accommodation etc.
- If any form of manual or physical support is required I will provide it openly, and give appropriate consideration to the wishes of parents/carers, or involve them where appropriate
- My communication with children or young people under my care will be limited specifically to the needs of the team and enabling me to carry out my role with North Harbour Hockey. I will not conduct communications of a personal or intimate nature with any or child/young person in my care, either personally or via phone, texting or social media

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- I will immediately report any accusations made against me or my colleagues to North Harbour Hockey

Recognising the inequality of a relationship between adults and children/young people, the following practices are never to be sanctioned by employees, coaches, managers and volunteers:

- Engaging in rough, physical or sexually provocative games, including horseplay
- Sharing a room/tent/changing room/bath/shower with a child/young person
- Allowing or engaging in any form of inappropriate touching
- Personal communication about matters outside the team – including verbal, phone, texting and social media
- Making sexually suggestive comments to a child/young person
- Spending time alone with a child/young person away from others
- Undertaking personal care of a child/young person, including inviting or allowing a child to your home. Ensure that a parent or carer is responsible for personal care
- Allowing children/young people to use foul, sexualised or discriminatory language unchallenged
- Allowing bullying of any type to take place without taking the appropriate action
- Reducing a child/young person to tears as a form of control
- Allowing allegations made by a child to go unchallenged, unrecorded or not acted on

8. Children/Young People Behavioural Requirements

Children/young people are expected to:

- Keep within the defined boundaries of the playing/coaching or team area
- Behave and listen to instructions of the coach/manager/leader
- Respect and care for North Harbour Hockey's equipment
- Not use bad language or racial/sectarian references
- Not engage in bullying, violence or persistent use of rough and dangerous play
- Show respect to other children/young people and leaders
- Keep themselves and others safe
- Report inappropriate behaviour or risky situations for youth members
- Play fairly and not cheat
- Respect officials and accept decisions
- Show appropriate loyalty to their team and be gracious in defeat
- Respect opponents

Any misdemeanours or general misbehaviour must be addressed by the immediate coach or manager and reported verbally to the appropriate person at North Harbour Hockey. Parents will be informed.

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APPENDIX 8- Concussion Guidelines

North Harbour Hockey Concussion Guidelines

This has been developed in support of the Hockey New Zealand Concussion Awareness Policy to adhere to best practice and increase awareness for better player welfare.

This process also helps support officials and team management with a step by step process to screen for any potential head injuries.



Developed May 2019

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APPENDIX 9- Promotion/Relegation Match Default Process

Step 1: Establish Matches				
	8th	1st	2nd	Outcome
Scenario 1	Default	Play	N/A	1st moves up grade/8th relegated
Scenario 2	Default	Default	Declines	8th and 1st must play, if they refuse both teams lose allocations and must enter at bottom next season
Scenario 3	Play	Default	Accepts	8th plays 2nd Place
Scenario 4	Default	Default	Accepts	2nd place gets offered auto promotion, 8th relegated and 1 remains in grade
Step 2: Games scheduled				
Step 3: All matches play on the set dates. Date of match is determined by the highest grades day of play e.g. Promotion/Regation match of Premier 3/D1 is played on a Saturday				
Step 4: Results received by NHHA Office to determine grade allocation for the 2021 competition				