Procedure for dealing with a concern about the behaviour of a member/volunteer in Hockey

Are you concerned about the behaviour of a staff member/volunteer?

Yes

Is it serious poor practice / an alleged breach of the code of ethics and conduct (refer to Code of Conduct)

Yes

The **Designated Person** will deal with it as a misconduct issue

If concerns remain, refer to the appropriate individual senior in accordance with the disciplinary process

Disciplinary Committee Investigation

Possible Outcomes of Hearing:

- No case to answer
- Warrants advice/warning as to future conduct/sanctions
- Further training and support needed
- Referral to POCS register
- Suspension

Appeals Procedure

Could it also be child abuse?

Yes

Report concerns to the Designated Person (Unless - see below) who must then ensure the safety of the child and other children. This person will then refer concerns to the Statutory Authorities.

If the allegation / concern raised relates to the **Designated Person**, refer directly to the appropriate senior officer who will facilitate referral of the concerns to Statutory Authorities.

In all cases ensure that personnel are contacted.

Possible outcomes:

- Statutory Authorities investigation / assessment
- Criminal proceedings
- Referral back to Disciplinary Committee
- Possible civil proceedings