

Participant Poaching Policy

Policy Number:

Commitment to Te Tiriti o Waitangi.

IHNZ recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document. IHNZ is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

Values.

Everyone involved in inline hockey joins with good intentions and we are all expected to do our best to treat each other with respect and comply with our policies and rules. Children and young people in particular must be cared for, treated with respect and their welfare placed at the centre of everything we do. IHNZ knows everyone involved in inline hockey is here because of a shared passion for the sport and care for the people involved.

Participant poaching shifts the focus from enjoyment of inline hockey, to winning and losing. This is not what we are about. It can also harm club's reputation and standing in the inline hockey community. IHNZ wants to protect the integrity of the sport and ensure everyone understands participant poaching is unethical and is not tolerated. IHNZ club representatives will communicate ethically, openly and honestly with other participants, clubs and their representatives.

Purpose.

This policy aims to:

- outline acceptable and unacceptable behaviours in relation to the recruitment of participants,
- provide a process to deal with participant poaching.

Application.

This policy applies to all representatives of both IHNZ, and IHNZ clubs. This includes, but is not limited to: coaches, supervisors, team managers, officers, board members, and other employees or volunteers.

Policy.

What is poaching?

Participant poaching is where a club representative approaches a participant for the purpose of encouraging them to join their club or compete for them. This can happen directly or indirectly, including face-to-face, by phone, text message, email or social media, or by asking another person to make contact for that purpose.

IHNZ does not tolerate participant poaching as a method of recruitment. It is also unacceptable for representatives of clubs to entice or threaten a participant, or parent/ guardian/ whānau of a participant, who is registered with another club, for the purpose of encouraging them to join their club or compete for it.

What is not poaching?

It is not poaching where a participant, or their parent/ guardian/ whānau makes contact with a club, seeking to join or compete for it, provided they were not influenced in any way, directly or indirectly, by any of its representatives.

Publicly advertising a club's activities and sporting programmes for participant recruitment/registration is not poaching.

Where a club wishes to recruit a participant from another club for a specific tournament or competition, it will make direct contact with that participant's club to seek permission. No representative will talk to the participant, or their parent/ guardian/ whānau, without permission from the club they are registered to.

Player Transfers.

Where a participant who is registered with another club indicates that they wish to join a new club, or attend its trainings, try-outs, or other event, that club should, where possible, advise the club that they are registered with.

That notification does not limit the participant's ability to attend events or participate in trainings, try-outs, or other events. However, the process outlined in the IHNZ 'Player Transfer Policy' must be completed before the player may either join the new club or compete for them.

Incident Reporting Mechanism.

Incidents, and breaches of this policy, can be reported to by following the procedure outlined in the IHNZ Complaints, Disputes and Disciplinary Policy.

IHNZ Board	
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